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

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**FORM 10-Q**

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(Mark One)

**QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the quarterly period ended March 31, 2013

Or

**TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission File Number: 1-12139

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**SEALED AIR CORPORATION**

(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction of  
incorporation or organization)

**200 Riverfront Boulevard  
Elmwood Park, New Jersey**  
(Address of principal executive offices)

**65-0654331**  
(I.R.S. Employer  
Identification Number)

**07407-1033**  
(Zip Code)

**Registrant's telephone number, including area code:**  
**(201) 791-7600**

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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 has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

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

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

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

There were 195,838,857 shares of the registrant's common stock, par value \$0.10 per share, issued and outstanding as of April 30, 2013.

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**FORM 10-Q**  
**FOR THE QUARTERLY PERIOD ENDED MARCH 31, 2013**  
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## Cautionary Notice Regarding Forward-Looking Statements

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995 concerning our business, consolidated financial condition and results of operations. All statements other than statements of historical facts included in this report regarding our strategies, prospects, financial condition, operations, costs, plans and objectives are forward-looking statements. The Securities and Exchange Commission (SEC) encourages companies to disclose forward-looking statements so that investors can better understand a company’s future prospects and make informed investment decisions. Some of our statements in this report, in documents incorporated by reference into this report and in our future oral and written statements may be forward-looking. These statements reflect our beliefs and expectations as to future events and trends affecting our business, our consolidated financial condition and results of operations. These forward-looking statements are based upon our current expectations concerning future events and discuss, among other things, anticipated future financial performance and future business plans. Forward-looking statements are subject to risks and uncertainties, many of which are outside our control, which could cause actual results to differ materially from these statements. Forward-looking statements can be identified by such words as “anticipates,” “believes,” “plan,” “assumes,” “could,” “should,” “estimates,” “expects,” “intends,” “potential,” “seek,” “predict,” “may,” “will” and similar expressions. Examples of these forward-looking statements include projections regarding our 2013 outlook and other projections relating to our financial performance in Part I, Item 2. Management’s Discussion and Analysis of Financial Condition and Results of Operations.

The following are important factors that we believe could cause actual results to differ materially from those in our forward-looking statements: the implementation of our Settlement agreement (as defined in Note 14, “Commitments and Contingencies”) regarding the various asbestos-related, fraudulent transfer, successor liability, and indemnification claims made against the Company arising from a 1998 transaction with W. R. Grace & Co.; global economic conditions; changes in our credit ratings; changes in raw material pricing and availability; changes in energy costs; competitive conditions; success of our restructuring activities; currency translation and devaluation effects, including in Venezuela; the success of our financial growth, profitability, cash generation and manufacturing strategies and our cost reduction and productivity efforts; the effects of animal and food-related health issues; pandemics; consumer preferences; environmental matters; regulatory actions and legal matters; successful integration of Diversey and the other information referenced below in Part II, Item 1A, “Risk Factors.” Except as required by the federal securities laws, we undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

## Non-U.S. GAAP Information

In our Management’s Discussion and Analysis of Financial Condition and Results of Operations (“MD&A”), we present financial information in accordance with U.S. GAAP. We also present financial information that does not conform to U.S. GAAP, which we refer to as non-U.S. GAAP, as our management believes it is useful to investors. In addition, non-U.S. GAAP measures are used by management to review and analyze our operating performance and, along with other data, as internal measures for setting annual budgets and forecasts, assessing financial performance, providing guidance and comparing our financial performance with our peers. The non-U.S. GAAP information has limitations as an analytical tool and should not be considered in isolation from or as a substitute for U.S. GAAP information. It does not purport to represent any similarly titled U.S. GAAP information and is not an indicator of our performance under U.S. GAAP. Further, non-U.S. GAAP financial measures that we present may not be comparable with similarly titled measures used by others. Investors are cautioned against placing undue reliance on these non-U.S. GAAP measures. Further, investors are urged to review and consider carefully the adjustments made by management to the most directly comparable U.S. GAAP financial measure to arrive at these non-U.S. GAAP financial measures.

Our management will assess our financial results, such as gross profit, operating profit and diluted net earnings per common share (“EPS”), both on a U.S. GAAP basis and on an adjusted non-U.S. GAAP basis. Examples of some other supplemental financial metrics our management will also use to assess our financial performance include Earnings before Interest Expense, Taxes, Depreciation and Amortization (“EBITDA”), Adjusted EBITDA, Adjusted EPS and Free Cash Flow. These non-U.S. GAAP financial measures provide management with additional means to understand and evaluate the core operating results and trends in our ongoing business by eliminating certain one-time expenses and/or gains (which may not occur in each period presented) and other items that management believes might otherwise make comparisons of our ongoing business with prior periods and peers more difficult, obscure trends in ongoing operations or reduce management’s ability to make useful forecasts. Our non-U.S. GAAP financial measures may also be considered in calculations of our performance measures set by the Organization and Compensation Committee of our Board of Directors for purposes of determining incentive compensation.

The non-U.S. GAAP financial metrics mentioned above exclude items we consider unusual or special items and also exclude their related tax effects. We evaluate the unusual or special items on an individual basis. Our evaluation of whether to exclude an unusual or special item for purposes of determining our non-U.S. GAAP financial measures considers both the quantitative and qualitative aspects of the item, including, among other things (i) its nature, (ii) whether or not it relates to our ongoing business operations, and (iii) whether or not we expect it to occur as part of our normal business on a regular basis.

Another non-U.S. GAAP financial metric we present is our core income tax rate or provision (“core tax rate”). Our core tax rate is a measure of our U.S. GAAP effective tax rate, adjusted to exclude the tax impact from the special items that are excluded from our Adjusted net earnings and Adjusted EPS metrics. We consider our core tax rate as an indicator of the taxes on our core business. The tax situation and effective tax rate in the specific countries where the excluded or special items occur will determine the impact (positive or negative) to our core tax rate.

In our “Highlights of Financial Performance,” “Net Sales by Geographic Region,” “Net Sales by Segment Reporting Structure” and in some of the discussions and tables that follow, we exclude the impact of foreign currency translation when presenting net sales information, which we define as “constant dollar,” or “organic.” Changes in net sales excluding the impact of foreign currency translation are non-U.S. GAAP financial measures. As a worldwide business, it is important that we take into account the effects of foreign currency translation when we view our results and plan our strategies. Nonetheless, we cannot control changes in foreign currency exchange rates. Consequently, when our management looks at our financial results to measure the core performance of our business, we exclude the impact of foreign currency translation by translating our current period results at prior period foreign currency exchange rates. We also may exclude the impact of foreign currency translation when making incentive compensation determinations. As a result, our management believes that these presentations are useful internally and may be useful to investors.

## PART I. FINANCIAL INFORMATION

## Item 1. Financial Statements.

**SEALED AIR CORPORATION AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED BALANCE SHEETS**  
(In millions, except share data)

	March 31, 2013 (Unaudited)	December 31, 2012
<b>ASSETS</b>		
Current assets:		
Cash and cash equivalents	\$ 625.8	\$ 679.6
Receivables, net of allowance for doubtful accounts of \$27.2 in 2013 and \$25.9 in 2012	1,325.3	1,326.0
Inventories	803.9	736.4
Deferred tax assets	398.5	393.0
Prepaid expenses and other current assets	123.2	87.4
Total current assets	3,276.7	3,222.4
Property and equipment, net	1,181.4	1,212.8
Goodwill	3,160.1	3,191.4
Intangible assets, net	1,092.3	1,139.7
Non-current deferred tax assets	150.5	150.3
Other assets, net	412.3	415.1
Total assets	<u>\$ 9,273.3</u>	<u>\$ 9,331.7</u>
<b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>		
Current liabilities:		
Short-term borrowings	\$ 77.0	\$ 39.2
Current portion of long-term debt	154.4	1.8
Accounts payable	573.9	483.8
Deferred tax liabilities	17.8	10.3
Settlement agreement and related accrued interest	889.0	876.9
Accrued restructuring costs	60.6	72.4
Other current liabilities	741.1	849.2
Total current liabilities	2,513.8	2,333.6
Long-term debt, less current portion	4,376.5	4,540.8
Non-current deferred tax liabilities	325.5	367.0
Other liabilities	631.5	646.0
Total liabilities	<u>7,847.3</u>	<u>7,887.4</u>
Commitments and contingencies		
Stockholders' equity:		
Preferred stock, \$0.10 par value per share, 50,000,000 shares authorized; no shares issued in 2013 and 2012	—	—
Common stock, \$0.10 par value per share, 400,000,000 shares authorized; shares issued: 205,278,598 in 2013 and 204,660,621 in 2012; shares outstanding: 195,824,192 in 2013 and 194,557,669 in 2012	20.7	20.6
Common stock reserved for issuance related to Settlement agreement, \$0.10 par value per share, 18,000,000 shares in 2013 and 2012	1.8	1.8
Additional paid-in capital	1,680.6	1,684.9
Retained earnings	231.9	254.8
Common stock in treasury, 9,454,406 in 2013 and 10,102,952 in 2012	(327.6)	(353.4)
Accumulated other comprehensive loss, net of taxes:		
Unrecognized pension items	(137.2)	(142.3)
Cumulative translation adjustment	(46.0)	(24.1)
Unrealized gain on derivative instruments	1.6	1.5
Total accumulated other comprehensive loss, net of taxes	(181.6)	(164.9)
Total parent company stockholders' equity	1,425.8	1,443.8
Noncontrolling interests	0.2	0.5
Total stockholders' equity	1,426.0	1,444.3
Total liabilities and stockholders' equity	<u>\$ 9,273.3</u>	<u>\$ 9,331.7</u>

See accompanying Notes to Condensed Consolidated Financial Statements.

**SEALED AIR CORPORATION AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS**  
**(Unaudited)**  
**(In millions, except per share amounts)**

	Three Months Ended March 31,	
	2013	2012
Net sales	\$1,852.8	\$1,845.4
Cost of sales	1,234.8	1,224.3
Gross profit	618.0	621.1
Selling, general and administrative expenses	437.4	444.7
Amortization expense of intangible assets acquired	32.2	32.7
Stock appreciation rights expense	18.0	11.8
Costs related to the acquisition and integration of Diversey	0.4	1.8
Restructuring and other (credits) charges	(0.2)	47.0
Operating profit	130.2	83.1
Interest expense	(90.8)	(97.3)
Foreign currency exchange loss related to Venezuelan subsidiaries	(13.1)	(0.1)
Loss on debt redemption	(32.3)	—
Other income (expense), net	0.2	(4.0)
Loss from continuing operations before income tax benefit	(5.8)	(18.3)
Income tax benefit	(8.5)	(9.9)
Net earnings (loss) from continuing operations	2.7	(8.4)
Net earnings from discontinued operations	—	2.4
Net earnings (loss) available to common stockholders	\$ 2.7	\$ (6.0)
Net earnings (loss) per common share:		
Basic		
Continuing operations	\$ 0.01	\$ (0.04)
Discontinued operations	—	0.01
Net earnings (loss) per common share—basic	\$ 0.01	\$ (0.03)
Diluted		
Continuing operations	\$ 0.01	\$ (0.04)
Discontinued operations	—	0.01
Net earnings (loss) per common share—diluted	\$ 0.01	\$ (0.03)
Dividends per common share	\$ 0.13	\$ 0.13
Weighted average number of common shares outstanding:		
Basic	193.8	191.9
Diluted	212.7	191.9

See accompanying Notes to Condensed Consolidated Financial Statements.

**SEALED AIR CORPORATION AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE (LOSS) INCOME**  
**(Unaudited)**  
**(In millions)**

	Three Months Ended March 31,	
	2013	2012
Net earnings (loss) available to common stockholders	\$ 2.7	\$ (6.0)
Other comprehensive income, net of taxes:		
Recognition of deferred pension items, net of taxes of \$1.5 in 2013 and 2012	5.1	0.2
Unrealized gains (losses) on derivative instruments, net of taxes of \$0.3 in 2013 and \$0.1 in 2012	0.1	(0.2)
Foreign currency translation adjustments	(21.9)	107.8
Comprehensive (loss) income, net of income taxes	<u>\$ (14.0)</u>	<u>\$ 101.8</u>

See accompanying Notes to Condensed Consolidated Financial Statements.

**SEALED AIR CORPORATION AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS**  
**(Unaudited)**  
**(In millions)**

	<b>Three Months Ended</b>	
	<b>March 31,</b>	
	<b>2013</b>	<b>2012</b>
<b>Cash flows from operating activities from continuing operations:</b>		
Net earnings (loss) available to common stockholders from continuing operations	\$ 2.7	\$ (8.4)
<b>Adjustments to reconcile net earnings (loss) to net cash used in operating activities from continuing operations:</b>		
Depreciation and amortization	72.8	80.0
Share-based incentive compensation	7.6	4.5
Profit sharing expense	9.9	7.8
Costs related to the acquisition and integration of Diversey	0.4	1.8
Amortization of senior debt related items and other	4.5	3.5
Loss on debt redemption	32.3	—
Provisions for bad debt	2.4	1.8
Provisions for inventory obsolescence	1.9	6.2
Deferred taxes, net	(38.8)	(14.1)
Excess tax benefit from share-based incentive compensation	0.5	(0.8)
Net gain on disposals of property and equipment and other	(0.2)	(0.2)
<b>Changes in operating assets and liabilities:</b>		
Receivables, net	(10.6)	63.9
Inventories	(79.9)	(79.7)
Other assets, net	(49.4)	(54.2)
Accounts payable	99.4	(1.5)
Other liabilities	(94.8)	(103.8)
Net cash used in operating activities from continuing operations	<u>(39.3)</u>	<u>(93.2)</u>
<b>Cash flows from investing activities from continuing operations:</b>		
Capital expenditures for property and equipment	(25.8)	(31.4)
Proceeds from sales of property and equipment	1.3	0.4
Other investing activities	—	1.8
Net cash used in investing activities from continuing operations	<u>(24.5)</u>	<u>(29.2)</u>
<b>Cash flows from financing activities from continuing operations:</b>		
Net proceeds from short-term borrowings	37.7	—
Payments of long-term debt	(428.0)	(27.3)
Proceeds from long-term debt	425.0	0.1
Dividends paid on common stock	(25.4)	(25.2)
Acquisition of common stock for tax withholding obligations under our 2005 contingent stock plan	(3.9)	(10.0)
Payments of debt issuance costs	(7.7)	—
Payments for debt extinguishment costs	(26.2)	—
Excess tax benefit from share-based incentive compensation	(0.5)	0.8
Net cash used in financing activities from continuing operations	<u>(29.0)</u>	<u>(61.6)</u>
<b>Effect of foreign currency exchange rate changes on cash and cash equivalents</b>		
Net change in cash and cash equivalents from continuing operations	<u>(53.8)</u>	<u>(180.1)</u>
Net cash provided by operating activities from discontinued operations	—	4.1
Net cash provided by investing activities from discontinued operations	—	2.2
Net cash used in financing activities from discontinued operations	—	(3.6)
Net change in cash and cash equivalents from discontinued operations	<u>—</u>	<u>2.7</u>
<b>Cash and cash equivalents:</b>		
Balance, beginning of period	679.6	703.6
Net change during the period	(53.8)	(177.4)
Balance, end of period	<u>\$ 625.8</u>	<u>\$ 526.2</u>
<b>Supplemental Cash Flow Information:</b>		
Interest payments, net of amounts capitalized	<u>\$ 109.9</u>	<u>\$ 115.1</u>
Income tax payments	<u>\$ 32.4</u>	<u>\$ 25.0</u>
Restructuring payments	<u>\$ 19.1</u>	<u>\$ 26.2</u>
<b>Non-cash items:</b>		
Transfers of shares of our common stock from treasury as part of our 2012 and 2011 profit-sharing plan contribution	<u>\$ 18.7</u>	<u>\$ 18.6</u>

See accompanying Notes to Condensed Consolidated Financial Statements.

**SEALED AIR CORPORATION AND SUBSIDIARIES**  
**Notes to Condensed Consolidated Financial Statements**  
**(Unaudited)**

**(Amounts in tables are in millions, except per share data)**

**(1) Organization and Basis of Presentation**

**Organization**

We are a global leader in food safety and security, facility hygiene and product protection. We serve an array of end markets including food and beverage processing, food service, retail, health care and industrial, commercial and consumer applications. We have widely recognized and inventive brands such as Bubble Wrap® brand cushioning, Cryovac® brand food packaging solutions and Diversey® brand cleaning and hygiene solutions. We conduct substantially all of our business through three wholly-owned subsidiaries, Cryovac, Inc., Sealed Air Corporation (US) and Diversey, Inc.

Throughout this report, when we refer to “Sealed Air,” the “Company,” “we,” “our,” or “us,” we are referring to Sealed Air Corporation and all of our subsidiaries, except where the context indicates otherwise.

During the fourth quarter of 2012, we began operating under new business divisions for our segment reporting structure. The new segment reporting structure consists of three global business divisions: Food & Beverage, Institutional & Laundry and Protective Packaging, and an “Other” category. See Note 4, “Segments,” for further details of our segment structure.

**Basis of Presentation**

Our condensed consolidated financial statements include all of the accounts of the Company and our subsidiaries. We have eliminated all significant intercompany transactions and balances in consolidation. In management’s opinion, all adjustments, consisting only of normal recurring accruals, necessary for a fair presentation of our condensed consolidated balance sheet as of March 31, 2013 and our condensed consolidated statements of operations for the three months ended March 31, 2013 and 2012 have been made. The results set forth in our condensed consolidated statements of operations for the three months ended March 31, 2013 and in our condensed consolidated statements of cash flows for the three months ended March 31, 2013 are not necessarily indicative of the results to be expected for the full year. All amounts are in millions, except per share amounts, and approximate due to rounding. Some prior period amounts have been reclassified to conform to the current year presentation. These reclassifications, individually and in the aggregate, had no impact on our consolidated financial condition, results of operations and cash flows.

During the first quarter of 2013, we identified a misclassification in our December 31, 2012 consolidated balance sheet included in our 2012 Annual Report on Form 10-K. This misclassification, which has been corrected on our December 31, 2012 consolidated balance sheet included in this Form 10-Q, decreased our non-current deferred tax assets and non-current deferred tax liabilities by \$105.5 million, decreasing our non-current deferred tax assets from \$255.8 million to \$150.3 million and decreasing our non-current deferred tax liabilities from \$472.5 million to \$367.0 million. This misclassification had no impact on our net deferred tax asset balance at December 31, 2012 and it did not impact our consolidated statements of operations or cash flows. Accordingly, we do not consider this correction to be material to our consolidated financial condition or results of operations.

Our condensed consolidated financial statements were prepared in accordance with the interim reporting requirements of the Securities and Exchange Commission, or the SEC. As permitted under those rules, annual footnotes or other financial information that are normally required by accounting principles generally accepted in the United States of America, or U.S. GAAP, have been condensed or omitted. The preparation of condensed consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts and the disclosure of contingent amounts in our condensed consolidated financial statements and accompanying notes. Actual results could differ from these estimates.

We are responsible for the unaudited condensed consolidated financial statements and notes included in this report. As these are condensed financial statements, they should be read in conjunction with the audited consolidated financial statements and notes included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2012 and with the information contained in other publicly-available filings with the SEC.

In November 2012, we completed the sale of Diversey G.K. (“Diversey Japan”) (an indirect subsidiary of Sealed Air). The operating results for Diversey Japan were reclassified to discontinued operations, net of tax, on the consolidated statements of operations for the three months ended March 31, 2012. Prior year disclosures in the condensed consolidated statement of cash flows and the Notes to Condensed Consolidated Financial Statements have been revised accordingly. See Note 3, “Divestiture”.



## **(2) Recently Issued Accounting Standards**

### *Adopted in 2013*

In October 2012, the FASB issued ASU 2012-04, Technical Corrections and Improvement, which makes certain technical corrections (i.e., relatively minor corrections and clarifications) and “conforming fair value amendments”. The amendments affect various codification topics and apply to all reporting entities within the scope of those topics. This standard becomes effective for us upon issuance, except for amendments that are subject to transition guidance, which was effective for fiscal periods beginning after December 15, 2012. The adoption of this standard did not have any material effect on our consolidated financial condition or results of operations.

In July 2012, the FASB issued ASU No. 2012-02, Testing Indefinite-Lived Intangible Assets for Impairment. This standard update, which amends the guidance on testing indefinite-lived intangible assets, other than goodwill, for impairment, provides companies with the option to first perform a qualitative assessment before performing the two-step quantitative impairment test. If the company determines, on the basis of qualitative factors, that the fair value of the indefinite-lived intangible asset is more likely than not to exceed its carrying amount, then the company would not need to perform the two-step quantitative impairment test. This standard does not revise the requirement to test indefinite-lived intangible assets annually for impairment. This standard was effective for annual and interim impairment tests performed for fiscal years beginning after September 15, 2012, with early adoption allowed. The adoption of this standard did not have any material effect on our consolidated financial condition or results of operations.

In December 2011, the FASB issued ASU 2011-11, Disclosures about Offsetting Assets and Liabilities, which creates new disclosure requirements about the nature of an entity’s rights of offset and related arrangements associated with its financial instruments and derivative instruments. The disclosure requirements are effective for annual reporting periods beginning on or after January 1, 2013, and interim periods therein, with retrospective application required. The new disclosures are designed to make financial statements that are prepared under U.S. GAAP more comparable to those prepared under International Financial Reporting Standards. The adoption of this standard did not have any material effect on our consolidated financial condition or results of operations.

In February 2013, the FASB issued ASU 2013-02, Reporting of Amounts Reclassified Out of Accumulated Other Comprehensive Income, which requires an entity to provide information about the amounts reclassified out of accumulated other comprehensive income by component. In addition, a company is required to present either on the statement of operations or in the notes significant amounts reclassified out of accumulated other comprehensive income by the respective line items of net income. The disclosure requirements are effective for annual reporting periods beginning after December 15, 2012, prospectively. We have included footnote disclosures for the three months ended March 31, 2013. See Note 11, “Derivatives and Hedging Activities and Note 15, “Stockholders’ Equity” for further details. The adoption of this standard did not have any material effect on our consolidated financial condition or results of operations as they are disclosure requirements only.

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### **Pending in 2013**

In February 2013, the FASB issued ASU 2013-04, Obligations Resulting from Joint and Several Liability Arrangements for Which the Total Amount of the Obligation is Fixed at the Reporting Date. This standard update requires an entity to measure obligations resulting from joint and several liability arrangements for which the total amount of the obligation within the scope of this guidance is fixed at the reporting date, as the sum of the following: (a) the amount the reporting entity agreed to pay on the basis of its arrangement among its co-obligors and (b) any additional amount the reporting entity expects to pay on behalf of its co-obligors. This standard becomes effective for fiscal years and interim periods within those years beginning after December 15, 2013. This standard update is required to be applied retrospectively to all prior periods presented for those obligations resulting from joint and several liability arrangements that existed at the beginning of the fiscal year of adoption. We are currently evaluating the impact of this standard update on our consolidated financial statements.

In March 2013, the FASB issued ASU 2013-05, Parent's Accounting for the Cumulative Translation Adjustment upon Derecognition of Certain Subsidiaries or Groups of Assets within a Foreign Entity or of an Investment in a Foreign Entity. This standard update requires an entity to release any cumulative translation adjustment into net income only if the sale or transfer results in the complete or substantially complete liquidation of the foreign entity in which the subsidiary or group of assets had resided. This standard update becomes effective prospectively for fiscal years and interim periods within those years beginning after December 15, 2013. The impact of this standard update on our consolidated financial statements will be based on any future activity that qualifies within this guidance.

### **(3) Divestiture**

In November 2012, we completed the sale of Diversey Japan to an investment vehicle of The Carlyle Group ("Carlyle") for gross proceeds of \$323 million, including certain purchase price adjustments. After transaction costs of \$10 million, we used substantially of all the net proceeds of \$313 million to prepay a portion of our term loans outstanding under our senior secured credit facilities in 2012. We recorded a pre-tax gain on the sale of \$211 million (\$179 million net of tax) which was included in discontinued operations in the consolidated statement of operations for the year ended December 31, 2012.

Diversey Japan was acquired as part of the acquisition of Diversey on October 3, 2011. In accordance with the applicable accounting guidance for the disposal of long-lived assets, the results of the Diversey Japan business are presented as discontinued operations, net of tax, in the condensed consolidated statements of operations and condensed consolidated statements of cash flows and all related disclosures and, as such, have been excluded from both continuing operations and segment results for three months ended March 31, 2012 presented.

Summary operating results for this discontinued operation were as follows:

	<b>Three Months Ended March 31, 2012</b>
Net sales	\$ 72.1
Operating profit	\$ 4.4
Earnings before income tax provision	\$ 3.9
Income tax provision	1.5
Net earnings from discontinued operations, net of tax	\$ 2.4

In connection with the sale, the Company entered into several agreements. While those agreements are expected to generate future revenues and cash flows for the Company, the estimated amounts and the Company's continuing involvement in operations in Japan are not expected to be significant to the Company's consolidated financial condition or results of operations.

### **(4) Segments**

During the fourth quarter of 2012, we began to operate under three new business divisions for our segment reporting structure. This new structure replaced our legacy seven business unit structure. Our new segment reporting structure, which we also refer to as "divisions", reflects the way management now makes operating decisions and manages the growth and profitability of the business. It also corresponds with management's current approach of allocating resources and assessing the performance of our segments. We report our segment information in accordance with the provision of Financial Accounting Standards Board Accounting Standards Codification Topic 280, "Segment Reporting." The changes to our segment structure have no effect on the historical consolidated results of operations of the Company. Prior period segment results have been revised to the new segment presentation.

The following table shows net sales, depreciation and amortization and operating profit by our segment reporting structure:

	Three Months Ended	
	March 31,	
	2013	2012
<b>Net sales</b>		
Food & Beverage	\$ 902.5	\$ 895.1
Institutional & Laundry	512.9	510.2
Protective Packaging	386.6	391.3
Other Category	50.8	48.8
Total	<u>\$1,852.8</u>	<u>\$1,845.4</u>
<b>Depreciation and amortization<sup>(1)</sup></b>		
Food & Beverage	\$ 33.6	\$ 41.4
Institutional & Laundry	33.8	30.7
Protective Packaging	10.2	9.7
Other Category	2.8	2.7
Total	<u>\$ 80.4</u>	<u>\$ 84.5</u>
<b>Operating profit</b>		
Food & Beverage	\$ 92.8	\$ 82.3
Institutional & Laundry	(8.5)	(0.7)
Protective Packaging	46.7	50.9
Other Category	(0.6)	(0.6)
Total segments and other	130.4	131.9
Costs related to the acquisition and integration of Diversey	0.4	1.8
Restructuring and other (credits) charges <sup>(2)</sup>	(0.2)	47.0
Total	<u>\$ 130.2</u>	<u>\$ 83.1</u>

(1) Includes depreciation and amortization of \$72.8 million in 2013 and \$80.0 million in 2012, and amortization of share-based incentive compensation expense of \$7.6 million in 2013 and \$4.5 million in 2012.

(2) Restructuring and other charges (credits) by our segment reporting structure were as follows:

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	Three Months Ended March 31,	
	2013	2012
Food & Beverage	\$ (1.4)	\$ 35.7
Institutional & Laundry	(0.8)	4.9
Protective Packaging	2.0	6.2
Other Category	—	0.2
<b>Total</b>	<b>\$ (0.2)</b>	<b>\$ 47.0</b>

The restructuring and other (credits) charges in 2013 primarily relate to the 2011-2014 Integration and Optimization Program. See Note 9, “Restructuring Activities.”

### **Allocation of Goodwill and Identifiable Intangible Assets to Reportable Segments**

Our management views goodwill and identifiable intangible assets as a corporate asset, so we do not allocate their balances to the reportable segments. However, we are required to allocate their balances to each reporting unit to perform our annual impairment review of goodwill. See Note 7, “Goodwill and Identifiable Intangible Assets,” for the allocation of goodwill and identifiable intangible assets and the changes in their balances in the three months ended March 31, 2013 by our reporting unit structure.

### **(5) Inventories**

The following table details our inventories and the reduction of certain inventories to a LIFO basis:

	March 31, 2013	December 31, 2012
Inventories (at FIFO, which approximates replacement value):		
Raw materials	\$ 141.6	\$ 128.4
Work in process	124.4	117.0
Finished goods	590.3	542.4
Subtotal (at FIFO)	856.3	787.8
Reduction of certain inventories to LIFO basis	(52.4)	(51.4)
<b>Total</b>	<b>\$ 803.9</b>	<b>\$ 736.4</b>

We determine the value of our legacy Sealed Air non-equipment U.S. inventories by the last-in, first-out or LIFO inventory method. U.S. inventories determined by the LIFO method were \$128 million at March 31, 2013 and \$104 million at December 31, 2012.

### **(6) Property and Equipment, net**

The following table details our property and equipment, net.

	March 31, 2013	December 31, 2012
Land and improvements	\$ 139.6	\$ 142.5
Buildings	706.3	715.4
Machinery and equipment	2,536.5	2,548.9
Other property and equipment	155.1	154.2
Construction-in-progress	89.5	85.7
	3,627.0	3,646.7
Accumulated depreciation and amortization	(2,445.6)	(2,433.9)
<b>Property and equipment, net</b>	<b>\$ 1,181.4</b>	<b>\$ 1,212.8</b>

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The following table details our interest cost capitalized and depreciation and amortization expense for property and equipment.

	Three Months Ended	
	March 31,	
	2013	2012
Interest cost capitalized	\$ 1.4	\$ 1.0
Depreciation and amortization expense for property and equipment	\$ 40.6	\$ 47.5

### (7) Goodwill and Identifiable Intangible Assets

#### Goodwill

The following table shows our goodwill balances by our new segment reporting structure. We review goodwill for impairment on a reporting unit basis annually during the fourth quarter of each year and whenever events or changes in circumstances indicate the carrying value of goodwill may not be recoverable. As of March 31, 2013, we did not identify any changes in circumstances that would indicate the carrying value of goodwill may not be recoverable.

	Gross Carrying Value at December 31, 2012	Accumulated Impairment	Carrying Value at December 31, 2012	Impact of Foreign Currency Translation	Gross Carrying Value at March 31, 2013	Accumulated Impairment	Carrying Value at March 31, 2013
Food & Beverage	\$ 837.7	\$ (208.0)	\$ 629.7	\$ (5.8)	\$ 831.9	\$ (208.0)	623.9
Institutional & Laundry	2,026.1	(883.0)	1,143.1	(24.1)	2,002.0	(883.0)	1,119.0
Protective Packaging	1,372.7	—	1,372.7	(0.5)	1,372.2	—	1,372.2
Other Category	45.9	—	45.9	(0.9)	45.0	—	45.0
Total	\$ 4,282.4	\$ (1,091.0)	3,191.4	\$ (31.3)	\$ 4,251.1	\$ (1,091.0)	3,160.1

#### Identifiable Intangible Assets

The following tables summarize our identifiable intangible assets with definite and indefinite useful lives. As of March 31, 2013, there were no impairment indicators present.

	March 31, 2013				December 31, 2012			
	Gross Carrying Value	Accumulated Amortization	Accumulated Impairment	Net Carrying Value	Gross Carrying Value	Accumulated Amortization	Accumulated Impairment	Net Carrying Value
Customer relationships	\$ 962.8	\$ (129.5)	\$ (148.9)	\$ 684.4	\$ 978.1	\$ (112.7)	(148.9)	\$ 716.5
Trademarks and trade names	881.9	(0.5)	(630.2)	251.2	882.3	(0.9)	(630.2)	251.2
Technology	241.9	(90.1)	(22.2)	129.6	243.5	(79.1)	(22.2)	142.2
Contracts	43.7	(16.6)	—	27.1	44.6	(14.8)	—	29.8
Total	\$2,130.3	\$ (236.7)	\$ (801.3)	\$1,092.3	\$2,148.5	\$ (207.5)	\$ (801.3)	\$1,139.7

We have determined that substantially all of the trademarks and trade names had indefinite useful lives as of March 31, 2013.

The following table shows the remaining estimated future amortization expense at March 31, 2013.

2013	\$ 87.5
2014	109.3
2015	83.7
2016	81.9
2017	79.0
Thereafter	399.9
Total	\$841.3

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### **(8) Accounts Receivable Securitization Programs**

We and a group of our U.S. subsidiaries maintain an accounts receivable securitization program with two banks and issuers of commercial paper administered by these banks. As of March 31, 2013, the maximum purchase limit for receivable interests was \$125 million, subject to the availability limits described below.

The amounts available from time to time under this program may be less than \$125 million due to a number of factors, including but not limited to our credit ratings, trade receivable balances, the creditworthiness of our customers and our receivables collection experience. During the first quarter ended March 31, 2013, the level of eligible assets available under the program was lower than \$125 million primarily due to our current credit ratings. As a result, the amount available to us under the program was \$102 million at March 31, 2013. Although we do not believe restrictions under this program presently materially restrict our operations, if an additional event occurs that triggers one of these restrictive provisions, we could experience a further decline in the amounts available to us under the program or termination of the program.

This program is scheduled to expire in September 2013. We intend to extend this program prior to the expiration date.

In February 2013, we entered into a European accounts receivable securitization program and purchase agreement with Sealed Air Securitization Limited, a special purpose vehicle, or SPV, two banks and a group of our European subsidiaries and in the second quarter of 2013, we added two additional subsidiaries into the program. The maximum purchase limit for receivable interests was €95 million, (\$121 million equivalent at March 31, 2013) subject to availability limits, and the program is scheduled to expire in February 2014. The terms and provisions of this program are similar to our U.S. program. As of March 31, 2013, the amount available under this program was €39 million (\$50 million USD equivalent).

The European program is structured to be a securitization of certain trade receivables that are originated by certain of our European subsidiaries. We do not have an equity interest in the SPV. However, since we are considered the primary beneficiary of the SPV, it meets the criteria to be classified as a variable interest entity and is included in our consolidated financial statements. Any activity between the participating subsidiaries and the SPV is eliminated in consolidation. Loans from the banks to the SPV are classified as short-term borrowings in our financial statements.

As of March 31, 2013 and December 31, 2012, we had no amounts outstanding under either the U.S. or European program, and we did not utilize these programs during 2013. Under limited circumstances, the banks and the issuers of commercial paper can end purchases of receivables interests before the above dates. A failure to comply with debt leverage or various other ratios related to our receivables collection experience could result in termination of the receivables programs. We were in compliance with these ratios at March 31, 2013 and December 31, 2012.

### **(9) Restructuring Activities**

#### **2013 Earnings Quality Improvement Program (EQIP)**

As announced on May 1, 2013, we commenced with EQIP, which is an initiative to deliver meaningful cost savings and network optimization.

The costs associated with this plan will consist primarily of (i) a reduction in headcount (expected to be approximately 400-500 employees) and other costs associated with divisional realignment and connected profitability improvement programs, including severance and termination benefits for employees, expected to be approximately \$90 million to \$95 million, (ii) costs associated with incremental supply chain network optimization projects, including facility relocation and closures, expected to be approximately \$85 million to \$95 million, and (iii) other costs associated with the plan, currently estimated to be approximately \$5 million to \$10 million. These amounts are preliminary estimates based on the information currently available to management. The plan is expected to be completed by the end of 2015. We currently estimate that we will incur total costs of approximately \$180 million to \$200 million in connection with implementation of this plan, including capital expenditures of approximately \$55 million to \$70 million. The above amounts include cash payments of \$65 million in 2013.

#### **2011-2014 Integration and Optimization Program (IOP)**

In December 2011, we initiated a restructuring program associated with the integration of Diversey's business following our acquisition of Diversey on October 3, 2011. The program primarily consists of (i) reduction in headcount, (ii) consolidation of facilities, and (iii) supply chain network optimization, and (iv) certain other capital expenditures. This program is expected to be completed by the end of 2014.

The associated costs and related restructuring (credits) charges for this program in the three months ended March 31, 2013 and March 31, 2012 are set forth in the table below.

	Three Months Ended	
	March 31,	
	2013	2012
Associated costs	\$ 5.3	\$ 5.8
Restructuring (credits) charges	(0.2)	47.3
Total	<u>\$ 5.1</u>	<u>\$ 53.1</u>

The associated costs for the three months ended March 31, 2013 in the table above include \$2 million of consulting fees and \$2 million of other costs included in selling, general and administrative expenses on our condensed consolidated statements of operations. The associated costs for the three months ended March 31, 2012 in the table above include asset impairment charges of \$5 million related to a facility closure in the U.S., reported in cost of sales in our F&B segment.

The restructuring (credits) charges included in the table above primarily consisted of termination and benefits costs, including cash-settled stock appreciation rights that were previously issued to Diversey employees as a portion of the total consideration for the acquisition of Diversey of \$1 million for the three months ended March 31, 2013 and \$7 million for the three months ended March 31, 2012. See Note 15, "Stockholders' Equity," for further details of these awards. These charges were included in restructuring and other (credits) charges on our condensed consolidated statements of operations.

The restructuring accrual, spending and other activity for the three months ended March 31, 2013 and the accrual balance remaining at March 31, 2013 were as follows:

Current and non-current restructuring accrual at December 31, 2012	\$ 88.2
Revisions to accrual	(4.5)
Additional accrual	3.8

Cash payments during 2013	(19.1)
Effect of changes in foreign currency exchange rates	(1.7)
Current and non-current restructuring accrual at March 31, 2013	<u>\$ 66.7</u>

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Cumulative cash payments made in connection with this program through March 31, 2013 were \$129 million. We expect to pay \$59 million of the accrual balance remaining at March 31, 2013 within the next twelve months. This amount is included in accrued restructuring costs on the condensed consolidated balance sheet at March 31, 2013. The majority of the remaining accrual of \$8 million is expected to be paid in 2014 with minimal amounts to be paid out in 2015. This amount is included in other liabilities on our condensed consolidated balance sheet at March 31, 2013.

### (10) Debt and Credit Facilities

Our total debt outstanding consisted of the amounts included in the table below.

	March 31, 2013	December 31, 2012
Short-term borrowings	\$ 77.0	\$ 39.2
Current portion of long-term debt <sup>(1)</sup>	154.4	1.8
<b>Total current debt</b>	<b>231.4</b>	<b>41.0</b>
5.25% Senior Notes due April 2023	425.0	—
12% Senior Notes due February 2014 <sup>(1)</sup>	—	153.4
Term Loan A Facility due October 2016, less unamortized lender fees of \$13.6 in 2013 and \$15.4 in 2012 <sup>(2)</sup>	810.3	843.9
7.875% Senior Notes due June 2017, less unamortized discount of \$5.5 in 2012 <sup>(3)</sup>	—	394.5
Term Loan B Facility due October 2018, less unamortized lender fees of \$10.1 in 2013 and \$10.7 in 2012, and unamortized discount of \$14.8 in 2013 and \$15.6 in 2012 <sup>(2)</sup>	764.2	771.6
8.125% Senior Notes due September 2019	750.0	750.0
6.50% Senior Notes due December 2020	425.0	425.0
8.375% Senior Notes due September 2021	750.0	750.0
6.875% Senior Notes due July 2033, less unamortized discount of \$1.4 in 2013 and 2012	448.6	448.6
Other	3.4	3.8
Total long-term debt, less current portion	4,376.5	4,540.8
<b>Total debt<sup>(4)</sup></b>	<b>\$4,607.9</b>	<b>\$ 4,581.8</b>

<sup>(1)</sup> These notes were reclassified to current portion of long-term debt in the three months ended March 31, 2013.

<sup>(2)</sup> In the three months ended March 31, 2013, we prepaid a portion of our 2014 Term Loan A (\$26 million) and Term Loan B (\$2 million) installments.

<sup>(3)</sup> During 2013, we purchased all of our outstanding \$400 million 7.875% Senior Notes due 2017. See below for further discussion.

<sup>(4)</sup> The weighted average interest rate on our outstanding debt was 6.2% as of March 31, 2013 and 6.4% as of December 31, 2012.

### Senior Notes

#### 2013 Activity

In March 2013, we issued \$425 million of 5.25% Senior Notes due April 2023 and used substantially all of the proceeds to retire the 7.875% Senior Notes due June 2017. The aggregate repurchase price was \$431 million, which included the principal amount of \$400 million, a 6% premium of \$23 million and accrued interest of \$8 million. As a result, we recognized a net pre-tax loss of \$32 million, which included the premium mentioned above, the acceleration of the unamortized debt issuance costs associated with the repurchase of the 7.875% senior notes and certain fees. The loss on debt redemption is included on our condensed consolidated statements of operations.

The 5.25% Senior Notes due April 2023 and their related guarantees were offered only to qualified institutional buyers under Rule 144A of the Securities Act of 1933, as amended (the "Securities Act"), and to non-U.S. persons in transactions outside the U.S. under Regulation S of the Securities Act. These notes have not been registered under the Securities Act, and, unless so registered, may not be offered or sold in the U.S. absent registration or an applicable exemption form, or in a transaction not subject to, the registration requirements of the Securities Act and other applicable securities laws.

The 5.25% Senior Notes will mature on April 1, 2023 and interest is payable on April 1 and October 1 of each year, commencing October 1, 2013.



### **Lines of Credit**

The following table summarizes our available lines of credit and committed and uncommitted lines of credit, including our credit facility, and the amounts available under our accounts receivable securitization programs. We are not subject to any material compensating balance requirements in connection with our lines of credit.

	<u>March 31,</u> <u>2013</u>	<u>December 31,</u> <u>2012</u>
Used lines of credit	\$ 77.0	\$ 39.2
Unused lines of credit	962.7	989.5
<b>Total available lines of credit</b>	<u>\$1,039.7</u>	<u>\$ 1,028.7</u>
Available lines of credit — committed	\$ 700.5	\$ 700.5
Available lines of credit — uncommitted	339.2	328.2
<b>Total available lines of credit</b>	<u>\$1,039.7</u>	<u>\$ 1,028.7</u>
<b>Accounts receivable securitization programs — committed(1)</b>	<u>\$ 152.0</u>	<u>\$ 112.0</u>

(1) See Note 8, “Accounts Receivable Securitization Programs,” for further details.

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### **Other Lines of Credit**

Substantially all our short-term borrowings of \$77 million at March 31, 2013 and \$39 million at December 31, 2012 were outstanding under lines of credit available to several of our foreign subsidiaries. The following table details our other lines of credit.

	March 31, 2013	December 31, 2012
Available lines of credit	\$ 339.7	\$ 328.3
Unused lines of credit	262.7	289.0
Weighted average interest rate	8.4%	10.2%

### **Covenants**

Each issue of our outstanding senior notes imposes limitations on our operations and those of specified subsidiaries. The credit facility contains customary affirmative and negative covenants for credit facilities of this type, including limitations on our indebtedness, liens, investments, restricted payments, mergers and acquisitions, dispositions of assets, transactions with affiliates, amendment of documents and sale leasebacks, and a covenant specifying a maximum permitted ratio of Consolidated Net Debt to Consolidated EBITDA (as defined in the credit facility). We were in compliance with the above financial covenants and limitations at March 31, 2013.

### **(11) Derivatives and Hedging Activities**

We report all derivative instruments on our balance sheet at fair value and establish criteria for designation and effectiveness of transactions entered into for hedging purposes.

As a large global organization, we face exposure to market risks, such as fluctuations in foreign currency exchange rates and interest rates. To manage the volatility relating to these exposures, we enter into various derivative instruments from time to time under our risk management policies. We designate derivative instruments as hedges on a transaction basis to support hedge accounting. The changes in fair value of these hedging instruments offset in part or in whole corresponding changes in the fair value or cash flows of the underlying exposures being hedged. We assess the initial and ongoing effectiveness of our hedging relationships in accordance with our policy. We do not purchase, hold or sell derivative financial instruments for trading purposes. Our practice is to terminate derivative transactions if the underlying asset or liability matures or is sold or terminated, or if we determine that the underlying forecasted transaction is no longer probable of occurring.

#### ***Foreign Currency Forward Contracts Designated as Cash Flow Hedges***

The primary purposes of our cash flow hedging activities are to manage the potential changes in value associated with the amounts receivable or payable on equipment and raw material purchases that are denominated in foreign currencies in order to minimize the impact of the changes in foreign currencies. We record gains and losses on foreign currency forward contracts qualifying as cash flow hedges in other comprehensive income to the extent that these hedges are effective and until we recognize the underlying transactions in net earnings, at which time we recognize these gains and losses in other income (expense), net, on our condensed consolidated statements of operations.

Net unrealized after tax gains (losses) related to these contracts that were included in other comprehensive income for the three months ended March 31, 2013 and 2012 and any amounts reclassified to the consolidated statements of operations were immaterial. The unrealized amounts in other comprehensive income will fluctuate based on changes in the fair value of open contracts during each reporting period.

#### ***Foreign Currency Forward Contracts Not Designated as Hedges***

Our subsidiaries have foreign currency exchange exposure from buying and selling in currencies other than their functional currencies. The primary purposes of our foreign currency hedging activities are to manage the potential changes in value associated with the amounts receivable or payable on transactions denominated in foreign currencies and to minimize the impact of the changes in foreign currencies related to foreign currency denominated interest-bearing intercompany loans and receivables and payables. The changes in fair value of these derivative contracts are recognized in other income (expense), net, on our condensed consolidated statements of operations and are substantially offset by the remeasurement of the underlying foreign currency denominated items indicated above. These contracts predominantly have original maturities of less than 12 months.

The estimated fair value of these derivative contracts, which represents the estimated net balance that would be paid or that would be received by us in the event of their termination, based on the then current foreign currency exchange rates, was a net current asset of \$28 million at March 31, 2013 and a net current liability of \$25 million at December 31, 2012.

**Interest Rate Swaps**

From time to time, we may use interest rate swaps to manage our mix of fixed and floating interest rates on our outstanding indebtedness.

In the third quarter of 2012, we terminated the swaps linked to the 12% Senior Notes due February 2014, although the 12% Senior Notes due February 2014 remained outstanding. We received cash of \$2 million resulting from the gain on the termination of the swaps, which is being amortized over the remaining life of the 12% Senior Notes due February 2014. At March 31, 2013, we had no interest rate swaps outstanding. The impact of interest rate swaps was not material in either the three months ended March 31, 2013 and 2012.

**Other Derivative Instruments**

We may use other derivative instruments from time to time, such as foreign exchange options to manage exposure to foreign exchange rates and interest rate and currency swaps related to access to international financing transactions. These instruments can potentially limit foreign exchange exposure by swapping borrowings denominated in one currency for borrowings denominated in another currency. At March 31, 2013 and December 31, 2012, we had no foreign exchange options or interest rate and currency swap agreements outstanding.

See Note 12, "Fair Value Measurements and Other Financial Instruments," for a discussion of the inputs and valuation techniques used to determine the fair value of our outstanding derivative instruments.

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### Fair Value of Derivative Instruments

The following table details the fair value of our derivative instruments included on our condensed consolidated balance sheets.

	Fair Value of Asset Derivatives <sup>(1)</sup>		Fair Value of (Liability) Derivatives <sup>(1)</sup>	
	March 31, 2013	December 31, 2012	March 31, 2013	December 31, 2012
<b>Derivatives designated as hedging instruments:</b>				
Foreign currency forward contracts (cash flow hedges)	\$ 1.3	\$ 0.5	\$ (1.5)	\$ (0.8)
<b>Derivatives not designated as hedging instruments:</b>				
Foreign currency forward contracts	32.1	4.9	(4.2)	(29.6)
<b>Total</b>	<b>\$ 33.4</b>	<b>\$ 5.4</b>	<b>\$ (5.7)</b>	<b>\$ (30.4)</b>

<sup>(1)</sup> Asset derivatives are included in other assets and liability derivatives were included in other liabilities.

The following table details the effect of our derivative instruments on our condensed consolidated statements of operations. The net losses on foreign currency forward contracts included below were substantially offset by the net gains resulting from the remeasurement of the underlying foreign currency denominated items, which are included in other income (expense), net, on the condensed consolidated statement of operations. The underlying foreign currency denominated items include third party and intercompany receivables and payables and interest-bearing intercompany loans. See "Foreign Currency Forward Contracts Not Designated as Hedges" above for further information.

	Amount of Gain (Loss) Recognized in Earnings on Derivatives <sup>(1)</sup>	
	Three Months Ended March 31,	
	2013	2012
<b>Derivatives designated as hedging instruments:</b>		
Interest rate swaps	\$ —	\$ 0.1
Foreign currency forward contracts	(0.3)	(0.2)
<b>Derivatives not designated as hedging instruments:</b>		
Foreign currency forward contracts	(19.8)	(2.6)
<b>Total</b>	<b>\$ (20.1)</b>	<b>\$ (2.7)</b>

<sup>(1)</sup> Amounts recognized on the foreign currency forward contracts were included in other income (expense), net. Amounts recognized on the interest rate swaps were included in interest expense.

### (12) Fair Value Measurements and Other Financial Instruments

#### Fair Value Measurements

In determining fair value of financial instruments, we utilize valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs to the extent possible and consider counterparty credit risk in our assessment of fair value. We determine fair value of our financial instruments based on assumptions that market participants would use in pricing an asset or liability in the principal or most advantageous market. When considering market participant assumptions in fair value measurements, the following fair value hierarchy distinguishes between observable and unobservable inputs, which are categorized in one of the following levels:

- *Level 1 Inputs:* Unadjusted quoted prices in active markets for identical assets or liabilities accessible to the reporting entity at the measurement date.
- *Level 2 Inputs:* Other than quoted prices included in Level 1 inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the asset or liability.
- *Level 3 Inputs:* Unobservable inputs for the asset or liability used to measure fair value to the extent that observable inputs are not available, thereby allowing for situations in which there is little, if any, market activity for the asset or liability at measurement date.

The following table details the fair value hierarchy of our financial instruments.

	Total Fair Value	Level 1	Level 2	Level 3
<b>March 31, 2013</b>				
Cash equivalents	\$ 314.9	\$ —	\$314.9	\$ —
Derivative financial instruments net asset:				
Foreign currency forward contracts	\$ 27.7	\$ —	\$ 27.7	\$ —
<b>December 31, 2012</b>				
Cash equivalents	\$ 210.0	\$ —	\$210.0	\$ —
Derivative financial instruments net liability:				
Foreign currency forward contracts	\$ 25.0	\$ —	\$ 25.0	\$ —

#### Cash Equivalents

Our cash equivalents at March 31, 2013 and December 31, 2012 consisted of commercial paper and time deposits (fair value determined using Level 2 inputs). Since these are short-term highly liquid investments with original maturities of three months or less at the date of purchase, they present negligible risk of changes in fair value due to changes in interest rates.

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### **Derivative Financial Instruments**

Our foreign currency forward contracts are recorded at fair value on our condensed consolidated balance sheets using an income approach valuation technique based on observable market inputs (Level 2).

Observable market inputs used in the calculation of the fair value of foreign currency forward contracts include foreign currency spot and forward rates obtained from an independent third party market data provider. In addition, other pricing data quoted by various banks and foreign currency dealers involving identical or comparable instruments are included.

Counterparties to these foreign currency forward contracts are rated at least A- by Standard & Poor's and Baa2 by Moody's. Credit ratings on some of our counterparties may change during the term of our financial instruments. We closely monitor our counterparties' credit ratings and if necessary will make appropriate changes to our financial instruments. The fair value generally reflects the estimated amounts that we would receive or pay to terminate the contracts at the reporting date.

### **Other Financial Instruments**

The following financial instruments are recorded at fair value or at amounts that approximate fair value: (1) receivables, net, (2) certain other current assets, (3) accounts payable and (4) other current liabilities. The carrying amounts reported on our condensed consolidated balance sheets for the above financial instruments closely approximate their fair value due to the short-term nature of these assets and liabilities.

Other liabilities that are recorded at carrying value on our condensed consolidated balance sheets include our senior notes. We utilize a market approach to calculate the fair value of our senior notes. Due to their limited investor base and the face value of some of our senior notes, they may not be actively traded on the date we calculate their fair value. Therefore, we may utilize prices and other relevant information generated by market transactions involving similar securities, reflecting U.S. Treasury yields to calculate the yield to maturity and the price on some of our senior notes. These inputs are provided by an independent third party and are considered to be Level 2 inputs.

We derive our fair value estimates of our various other debt instruments by evaluating the nature and terms of each instrument, considering prevailing economic and market conditions, and examining the cost of similar debt offered at the balance sheet date. We also incorporated our credit default swap rates and currency specific swap rates in the valuation of each debt instrument, as applicable.

These estimates are subjective and involve uncertainties and matters of significant judgment, and therefore we cannot determine them with precision. Changes in assumptions could significantly affect our estimates.

The table below shows the carrying amounts and estimated fair values of our total debt:

	March 31, 2013		December 31, 2012	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
12% Senior Notes due February 2014	\$ 152.7	164.0	153.4	\$ 172.0
Term Loan A Facility due October 2016 <sup>(1)</sup>	810.3	810.3	843.9	843.9
7.875% Senior Notes due June 2017	—	—	394.5	424.8
Term Loan B Facility due October 2018 <sup>(1)</sup>	764.2	764.2	771.6	771.6
8.125% Senior Notes due September 2019	750.0	850.8	750.0	846.8
6.50% Senior Notes due December 2020	425.0	464.4	425.0	463.1
8.375% Senior Notes due September 2021	750.0	860.4	750.0	858.5
5.25% Senior Notes due April 2023	425.0	425.7	—	—
6.875% Senior Notes due July 2033	448.6	433.5	448.6	421.7
Other foreign loans	81.5	81.3	44.2	44.0
Other domestic loans	0.6	0.6	0.6	0.6
Total debt	<u>\$4,607.9</u>	<u>\$4,855.2</u>	<u>\$4,581.8</u>	<u>\$4,847.0</u>

<sup>(1)</sup> Includes borrowings denominated in currencies other than U.S. dollars.

As of March 31, 2013, we did not have any non-financial assets and liabilities that were carried at fair value on a recurring basis in the condensed consolidated financial statements or for which a fair value measurement was required at March 31, 2013. Included among our non-financial assets and liabilities that are not required to be measured at fair value on a recurring basis are inventories, net property and equipment, goodwill, intangible assets, and asset retirement obligations.

## **(13) Income Taxes**

### **Effective Income Tax Rate and Income Tax Provision**

Our loss before income taxes from continuing operations for the three months ended March 31, 2013 was more than offset by an income tax benefit of \$9 million (an effective income tax benefit rate of 147%), resulting in net earnings of \$3 million. Our tax benefit for the three months ended March 31, 2013 benefitted from earnings in jurisdictions with low tax rates and losses in jurisdictions, such as the U.S., with high tax rates, as well as the retroactive reinstatement of certain tax provisions that were recorded as discrete items during the three months ended March 31, 2013. On January 2, 2013, the President signed the American Taxpayer Relief Act of 2012, retroactively reinstating and extending the research and development tax credit and certain foreign tax provisions from January 1, 2012 through December 31, 2013. The favorable factors were partially offset by an increase in certain foreign tax rates, which increased our deferred tax liabilities and, by losses in jurisdictions where we did not have any tax benefit due to the applicable tax rate or valuation allowances.

We also had a loss before income taxes from continuing operations for the three months ended March 31, 2012, when our effective income tax benefit rate was 54%. For the three months ended March 31, 2012, our income tax benefits exceeded the statutory U.S. federal income tax rate of 35% because of losses in jurisdictions, such as the U.S., with high tax rates, while we had earnings in other jurisdictions with low tax rates.

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### **Unrecognized Tax Benefits**

During the three months ended March 31, 2013, we made payments of approximately \$10 million (including \$2 million of interest) to a foreign jurisdiction, which reduced our unrecognized tax benefits. We have not changed our policy with regard to the reporting of penalties and interest related to unrecognized tax benefits.

### **(14) Commitments and Contingencies**

#### ***Cryovac Transaction Commitments and Contingencies***

##### *Settlement Agreement and Related Costs*

On November 27, 2002, we reached an agreement in principle with the Committees appointed to represent asbestos claimants in the bankruptcy case of W. R. Grace & Co., known as Grace, to resolve all current and future asbestos-related claims made against the Company and our affiliates in connection with the Cryovac transaction described below (as memorialized by the parties in the Settlement agreement and as approved by the Bankruptcy Court, the "Settlement agreement"). The Settlement agreement will also resolve the fraudulent transfer claims and successor liability claims, as well as indemnification claims by Fresenius Medical Care Holdings, Inc. and affiliated companies, in connection with the Cryovac transaction. On December 3, 2002, our Board of Directors approved the agreement in principle. We received notice that both of the Committees had approved the agreement in principle as of December 5, 2002. The parties subsequently signed the definitive Settlement agreement as of November 10, 2003 consistent with the terms of the agreement in principle. For a description of the Cryovac transaction, asbestos-related claims and the parties involved, see "Cryovac Transaction," "Discussion of Cryovac Transaction Commitments and Contingencies," "Fresenius Claims," "Canadian Claims" and "Additional Matters Related to the Cryovac Transaction" below.

We recorded a pre-tax charge of approximately \$850 million as a result of the Settlement agreement on our condensed consolidated statement of operations for the year ended December 31, 2002. The charge consisted of the following items:

- a charge of \$513 million covering a cash payment that we will be required to make under the Settlement agreement upon the effectiveness of an appropriate plan of reorganization in the Grace bankruptcy. Because we cannot predict when a plan of reorganization may become effective, we recorded this liability as a current liability on our consolidated balance sheet at December 31, 2002. Under the terms of the Settlement agreement, this amount accrues interest at a 5.5% annual rate from December 21, 2002 to the date of payment. We have recorded this interest in interest expense on our condensed consolidated statements of operations and in Settlement agreement and related accrued interest on our condensed consolidated balance sheets. The accrued interest, which is compounded annually, was \$377 million at March 31, 2013 and \$364 million at December 31, 2012.
- a non-cash charge of \$322 million representing the fair market value at the date we recorded the charge of nine million shares of Sealed Air common stock that we expect to issue under the Settlement agreement upon the effectiveness of an appropriate plan of reorganization in the Grace bankruptcy, which was adjusted to eighteen million shares due to our two-for-one stock split in March 2007. These shares are subject to customary anti-dilution provisions that adjust for the effects of stock splits, stock dividends and other events affecting our common stock. The fair market value of our common stock was \$35.72 per pre-split share (\$17.86 post-split) as of the close of business on December 5, 2002. We recorded this amount on our consolidated balance sheet at December 31, 2002 as follows: \$0.9 million representing the aggregate par value of these shares of common stock reserved for issuance related to the Settlement agreement, and the remaining \$321 million, representing the excess of the aggregate fair market value over the aggregate par value of these common shares, in additional paid-in capital.
- \$16 million of legal and related fees as of December 31, 2002.

##### *Cryovac Transaction*

On June 30, 1998, we completed a multi-step transaction that brought the Cryovac packaging business and the former Sealed Air Corporation's business under the common ownership of the Company. These businesses operate as subsidiaries of the Company, and the Company acts as a holding company. As part of that transaction, the parties separated the Cryovac packaging business, which previously had been held by various direct and indirect subsidiaries of the Company, from the remaining businesses previously held by the Company. The parties then arranged for the contribution of these remaining businesses to a company now known as W. R. Grace & Co., and the Company distributed the Grace shares to the Company's stockholders. As a result, W. R. Grace & Co. became a separate publicly owned company. The Company recapitalized its outstanding shares of common stock into a new common stock and a new convertible preferred stock. A subsidiary of the Company then merged into the former Sealed Air Corporation, which became a subsidiary of the Company and changed its name to Sealed Air Corporation (US).

##### *Discussion of Cryovac Transaction Commitments and Contingencies*

In connection with the Cryovac transaction, Grace and its subsidiaries retained all liabilities arising out of their operations before the Cryovac transaction, whether accruing or occurring before or after the Cryovac transaction, other than liabilities arising from or relating to Cryovac's operations. Among the liabilities retained by Grace are liabilities relating to asbestos-containing products previously manufactured or sold by Grace's subsidiaries prior to the Cryovac transaction, including its primary U.S. operating subsidiary, W. R. Grace & Co. — Conn., which has operated for decades and has been a subsidiary of Grace since the Cryovac transaction. The Cryovac transaction agreements provided that, should any claimant seek to hold the Company or any of its subsidiaries responsible for liabilities retained by Grace or its subsidiaries, including the asbestos-related liabilities, Grace and its subsidiaries would indemnify and defend us.

Since the beginning of 2000, we have been served with a number of lawsuits alleging that, as a result of the Cryovac transaction, we are responsible for alleged asbestos liabilities of Grace and its subsidiaries, some of which were also named as co-defendants in some of these actions. Among these lawsuits are several purported class actions and a number of personal injury lawsuits. Some plaintiffs seek damages for personal injury or wrongful death, while others seek medical monitoring, environmental remediation or remedies related to an attic insulation product. Neither the former Sealed Air Corporation nor Cryovac, Inc. ever produced or sold any of the asbestos-containing materials that are the subjects of these cases. None of these cases has reached resolution through judgment, settlement or otherwise. As discussed below, Grace's Chapter 11 bankruptcy proceeding has stayed all of these cases.

While the allegations in these actions directed to us vary, these actions all appear to allege that the transfer of the Cryovac business as part of the Cryovac transaction was a fraudulent transfer or gave rise to successor liability. Under a theory of successor liability, plaintiffs with claims against Grace and its subsidiaries may attempt to hold us liable for liabilities that arose with respect to activities conducted prior to the Cryovac transaction by W. R. Grace & Co. — Conn. or other Grace subsidiaries. A transfer would be a fraudulent transfer if the transferor received less than reasonably equivalent value and the transferor was insolvent or was rendered insolvent by the transfer, was engaged or was about to engage in a business for which its assets constitute unreasonably small capital, or intended to incur or believed that it would incur debts beyond its ability to pay as they mature. A transfer may also be fraudulent if it was made with actual intent to hinder, delay or defraud creditors. If a court found any transfers in connection with the Cryovac transaction to be fraudulent transfers, we could be required to return the property or its value to the transferor or could be required to fund liabilities of Grace or its subsidiaries for the benefit of their creditors, including

asbestos claimants. We have reached an agreement in principle and subsequently signed the Settlement agreement, described below, that is expected to resolve all these claims.

In the Joint Proxy Statement furnished to their respective stockholders in connection with the Cryovac transaction, both parties to the transaction stated that it was their belief that Grace and its subsidiaries were adequately capitalized and would be adequately capitalized after the Cryovac transaction and that none of the transfers contemplated to occur in the Cryovac transaction would be a fraudulent transfer. They also stated their belief that the Cryovac transaction complied with other relevant laws. However, if a court applying the relevant legal standards had reached conclusions adverse to us, these determinations could have had a materially adverse effect on our consolidated financial condition and results of operations.

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On April 2, 2001, Grace and a number of its subsidiaries filed petitions for reorganization under Chapter 11 of the U.S. Bankruptcy Code in the U.S. Bankruptcy Court in the District of Delaware (the “Bankruptcy Court”). Grace stated that the filing was made in response to a sharply increasing number of asbestos claims since 1999.

In connection with its Chapter 11 filing, Grace filed an application with the Bankruptcy Court seeking to stay, among others, all actions brought against the Company and specified subsidiaries related to alleged asbestos liabilities of Grace and its subsidiaries or alleging fraudulent transfer claims. The court issued an order dated May 3, 2001, which was modified on January 22, 2002, under which the court stayed all the filed or pending asbestos actions against us and, upon filing and service on us, all future asbestos actions. No further proceedings involving us can occur in the actions that have been stayed except upon further order of the Bankruptcy Court.

Committees appointed to represent asbestos claimants in Grace’s bankruptcy case received the court’s permission to pursue fraudulent transfer and other claims against the Company and its subsidiary Cryovac, Inc., and against Fresenius, as discussed below. The claims against Fresenius are based upon a 1996 transaction between Fresenius and W. R. Grace & Co. — Conn. Fresenius is not affiliated with us. In March 2002, the court ordered that the issues of the solvency of Grace following the Cryovac transaction and whether Grace received reasonably equivalent value in the Cryovac transaction would be tried on behalf of all of Grace’s creditors. This proceeding was brought in the U.S. District Court for the District of Delaware (the “District Court”) (Adv. No. 02-02210).

In June 2002, the court permitted the U.S. government to intervene as a plaintiff in the fraudulent transfer proceeding, so that the U.S. government could pursue allegations that environmental remediation expenses were underestimated or omitted in the solvency analyses of Grace conducted at the time of the Cryovac transaction. The court also permitted Grace, which asserted that the Cryovac transaction was not a fraudulent transfer, to intervene in the proceeding. In July 2002, the court issued an interim ruling on the legal standards to be applied in the trial, holding, among other things, that, subject to specified limitations, post-1998 claims should be considered in the solvency analysis of Grace. We believe that only claims and liabilities that were known, or reasonably should have been known, at the time of the 1998 Cryovac transaction should be considered under the applicable standard.

With the fraudulent transfer trial set to commence on December 9, 2002, on November 27, 2002, we reached an agreement in principle with the Committees prosecuting the claims against the Company and Cryovac, Inc., to resolve all current and future asbestos-related claims arising from the Cryovac transaction. On the same day, the court entered an order confirming that the parties had reached an amicable resolution of the disputes among the parties and that counsel for us and the Committees had agreed and bound the parties to the terms of the agreement in principle. As discussed above, the agreement in principle called for payment of nine million shares of our common stock and \$513 million in cash, plus interest on the cash payment at a 5.5% annual rate starting on December 21, 2002 and ending on the effective date of an appropriate plan of reorganization in the Grace bankruptcy, when we are required to make the payment. These shares are subject to customary anti-dilution provisions that adjust for the effects of stock splits, stock dividends and other events affecting our common stock, and as a result, the number of shares of our common stock that we will issue increased to eighteen million shares upon the two-for-one stock split in March 2007. On December 3, 2002, the Company’s Board of Directors approved the agreement in principle. We received notice that both of the Committees had approved the agreement in principle as of December 5, 2002. The parties subsequently signed the definitive Settlement agreement as of November 10, 2003 consistent with the terms of the agreement in principle. On November 26, 2003, the parties jointly presented the definitive Settlement agreement to the District Court for approval. On Grace’s motion to the District Court, that court transferred the motion to approve the Settlement agreement to the Bankruptcy Court for disposition.

On June 27, 2005, the Bankruptcy Court signed an order approving the Settlement agreement. Although Grace is not a party to the Settlement agreement, under the terms of the order, Grace is directed to comply with the Settlement agreement subject to limited exceptions. The order also provides that the Court will retain jurisdiction over any dispute involving the interpretation or enforcement of the terms and provisions of the Settlement agreement. We expect that the Settlement agreement will become effective upon Grace’s emergence from bankruptcy pursuant to a plan of reorganization that is consistent with the terms of the Settlement agreement.

On June 8, 2004, we filed a motion with the District Court, where the fraudulent transfer trial was pending, requesting that the court vacate the July 2002 interim ruling on the legal standards to be applied relating to the fraudulent transfer claims against us. We were not challenging the Settlement agreement. The motion was filed as a protective measure in the event that the Settlement agreement is ultimately not approved or implemented; however, we still expect that the Settlement agreement will become effective upon Grace’s emergence from bankruptcy with a plan of reorganization that is consistent with the terms of the Settlement agreement.

On July 11, 2005, the Bankruptcy Court entered an order closing the proceeding brought in 2002 by the committees appointed to represent asbestos claimants in the Grace bankruptcy proceeding against us without prejudice to our right to reopen the matter and renew in our sole discretion our motion to vacate the July 2002 interim ruling on the legal standards to be applied relating to the fraudulent transfer claims against us.



As a condition to our obligation to make the payments required by the Settlement agreement, any final plan of reorganization must be consistent with the terms of the Settlement agreement, including provisions for the trusts and releases referred to below and for an injunction barring the prosecution of any asbestos-related claims against us. The Settlement agreement provides that, upon the effective date of the final plan of reorganization and payment of the shares and cash, all present and future asbestos-related claims against us that arise from alleged asbestos liabilities of Grace and its affiliates (including former affiliates that became our affiliates through the Cryovac transaction) will be channeled to and become the responsibility of one or more trusts to be established under Section 524(g) of the Bankruptcy Code as part of a final plan of reorganization in the Grace bankruptcy. The Settlement agreement will also resolve all fraudulent transfer claims against us arising from the Cryovac transaction as well as the Fresenius claims described below. The Settlement agreement provides that we will receive releases of all those claims upon payment. Under the agreement, we cannot seek indemnity from Grace for our payments required by the Settlement agreement. The order approving the Settlement agreement also provides that the stay of proceedings involving us described above will continue through the effective date of the final plan of reorganization, after which, upon implementation of the Settlement agreement, we will be released from the liabilities asserted in those proceedings and their continued prosecution against us will be enjoined.

In January 2005, Grace filed a proposed plan of reorganization (the "Grace Plan") with the Bankruptcy Court. There were a number of objections filed. The Official Committee of Asbestos Personal Injury Claimants (the "ACC") and the Asbestos PI Future Claimants' Representative (the "PI FCR") filed their proposed plan of reorganization (the "Claimants' Plan") with the Bankruptcy Court in November 2007. On April 7, 2008, Grace issued a press release announcing that Grace, the ACC, the PI FCR, and the Official Committee of Equity Security Holders (the "Equity Committee") had reached an agreement in principle to settle all present and future asbestos-related personal injury claims against Grace (the "PI Settlement") and disclosed a term sheet outlining certain terms of the PI Settlement and for a contemplated plan of reorganization that would incorporate the PI Settlement (as filed and amended from time to time, the "PI Settlement Plan").

On September 19, 2008, Grace, the ACC, the PI FCR, and the Equity Committee filed, as co-proponents, the PI Settlement Plan and several exhibits and associated documents, including a disclosure statement (as filed and amended from time to time, the "PI Settlement Disclosure Statement"), with the Bankruptcy Court. Amended versions of the PI Settlement Plan and the PI Settlement Disclosure Statement have been filed with the Bankruptcy Court from time to time. The PI Settlement Plan, which supersedes each of the Grace Plan and the Claimants' Plan, remains pending and has not become effective. The committee representing general unsecured creditors and the Official Committee of Asbestos Property Damage Claimants are not co-proponents of the PI Settlement Plan. As filed, the PI Settlement Plan would provide for the establishment of two asbestos trusts under Section 524(g) of the United States Bankruptcy Code to which present and future asbestos-related claims would be channeled. The PI Settlement Plan also contemplates that the terms of the Settlement agreement will be incorporated into the PI Settlement Plan and that we will pay the amount contemplated by the Settlement agreement. On March 9, 2009, the Bankruptcy Court entered an order approving the PI Settlement Disclosure Statement (the "DS Order") as containing adequate information and authorizing Grace to solicit votes to accept or reject the PI Settlement Plan, all as more fully described in the order. The DS Order did not constitute the Bankruptcy Court's confirmation of the PI Settlement Plan, approval of the merits of the PI Settlement Plan, or endorsement of the PI Settlement Plan. In connection with the plan voting process in the Grace bankruptcy case, we voted in favor of the PI Settlement Plan that was before the Bankruptcy Court. We will continue to review any amendments to the PI Settlement Plan on an ongoing basis to verify compliance with the Settlement agreement.

On June 8, 2009, a senior manager with the voting agent appointed in the Grace bankruptcy case filed a declaration with the Bankruptcy Court certifying the voting results with respect to the PI Settlement Plan. This declaration was amended on August 5, 2009 (as amended, the "Voting Declaration"). According to the Voting Declaration, with

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respect to each class of claims designated as impaired by Grace, the PI Settlement Plan was approved by holders of at least two-thirds in amount and more than one-half in number (or for classes voting for purposes of Section 524(g) of the Bankruptcy Code, at least 75% in number) of voted claims. The Voting Declaration also discusses the voting results with respect to holders of general unsecured claims (“GUCs”) against Grace, whose votes were provisionally solicited and counted subject to a determination by the Bankruptcy Court of whether GUCs are impaired (and, thus, entitled to vote) or, as Grace contends, unimpaired (and, thus, not entitled to vote). According to the Voting Declaration, more than one half of voting holders of GUCs voted to accept the PI Settlement Plan, but the provisional vote did not obtain the requisite two-thirds dollar amount to be deemed an accepting class in the event that GUCs are determined to be impaired. To the extent that GUCs are determined to be an impaired non-accepting class, Grace and the other plan proponents have indicated that they would nevertheless seek confirmation of the PI Settlement Plan under the “cram down” provisions contained in Section 1129(b) of the Bankruptcy Code.

On January 31, 2011, the Bankruptcy Court entered a memorandum opinion (as amended, the “Bankruptcy Court Opinion”) overruling certain objections to the PI Settlement Plan and finding, among other things, that GUCs are not impaired under the PI Settlement Plan. On the same date, the Bankruptcy Court entered an order regarding confirmation of the PI Settlement Plan (as amended, the “Bankruptcy Court Confirmation Order”). As entered on January 31, 2011, the Bankruptcy Court Confirmation Order contained recommended findings of fact and conclusions of law, and recommended that the District Court approve the Bankruptcy Court Confirmation Order, and that the District Court confirm the PI Settlement Plan and issue a channeling injunction under Section 524(g) of the Bankruptcy Code. Thereafter, on February 15, 2011, the Bankruptcy Court issued an order clarifying the Bankruptcy Court Opinion and the Bankruptcy Court Confirmation Order (the “Clarifying Order”). Among other things, the Clarifying Order provided that any references in the Bankruptcy Court Opinion and the Bankruptcy Court Confirmation Order to a recommendation that the District Court confirm the PI Settlement Plan were thereby amended to make clear that the PI Settlement Plan was confirmed and that the Bankruptcy Court was requesting that the District Court issue and affirm the Bankruptcy Court Confirmation Order including the injunction under Section 524(g) of the Bankruptcy Code. On March 11, 2011, the Bankruptcy Court entered an order granting in part and denying in part a motion to reconsider the Bankruptcy Court Opinion filed by BNSF Railway Company (the “March 11 Order”). Among other things, the March 11 Order amended the Bankruptcy Court Opinion to clarify certain matters relating to objections to the PI Settlement Plan filed by BNSF.

Various parties appealed or otherwise challenged the Bankruptcy Court Opinion and the Bankruptcy Court Confirmation Order, including without limitation with respect to issues relating to releases and injunctions contained in the PI Settlement Plan. On June 28 and 29, 2011, the District Court heard oral arguments in connection with appeals of the Bankruptcy Court Opinion and the Bankruptcy Court Confirmation Order.

On January 30, 2012, the District Court issued a memorandum opinion (the “Original District Court Opinion”) and confirmation order (the “Original District Court Confirmation Order”) overruling all objections to the PI Settlement Plan and confirming the PI Settlement Plan in its entirety (including the issuance of the injunction under Section 524(g) of the Bankruptcy Code). On February 3, 2012, Garlock Sealing Technologies LLC (“Garlock”) filed a motion (the “Garlock Reargument Motion”) with the District Court requesting that the District Court grant reargument, rehearing, or otherwise amend the Original District Court Opinion and the Original District Court Confirmation Order insofar as they overruled Garlock’s objections to the PI Settlement Plan. On February 13, 2012, the Company, Cryovac, and Fresenius Medical Care Holdings, Inc. filed a joint motion (the “Sealed Air/Fresenius Motion”) with the District Court. The Sealed Air/Fresenius Motion did not seek to disturb confirmation of the PI Settlement Plan but requested that the District Court amend and clarify certain matters in the Original District Court Opinion and the Original District Court Confirmation Order. Also on February 13, 2012, Grace and the other proponents of the PI Settlement Plan filed a motion (the “Plan Proponents’ Motion”) with the District Court requesting certain of the same amendments and clarifications sought by the Sealed Air/Fresenius Motion. On February 27, 2012, certain asbestos claimants known as the “Libby Claimants” filed a response to the Sealed Air/Fresenius Motion and the Plan Proponents’ Motion (the “Libby Response”). The Libby Response did not oppose the Sealed Air/Fresenius Motion or the Plan Proponents’ Motion but indicated, among other things, that: (a) the Libby Claimants had reached a settlement in principle of their objections to the PI Settlement Plan but that this settlement had not become effective and (b) the Libby Claimants reserved their rights with respect to the PI Settlement Plan pending the effectiveness of the Libby Claimants’ settlement. On April 20, 2012, as part of a more global settlement, Grace filed a motion with the Bankruptcy Court seeking, among other things, approval of settlements with the Libby Claimants and BNSF. The settlements with the Libby Claimants and BNSF were approved by order of the Bankruptcy Court dated June 6, 2012. Thereafter, the appeals of the Libby Claimants and BNSF with respect to the PI Settlement Plan were dismissed by orders of the United States Court of Appeals for the Third Circuit (the “Third Circuit Court of Appeals”) dated September 24, 2012 and October 4, 2012. The District Court held a hearing on May 8, 2012, to consider the Garlock Reargument Motion. On May 29, 2012, Anderson Memorial Hospital (“Anderson Memorial”) filed a motion seeking relief from, and reconsideration of, the Original District Court Opinion and the Original District Court Confirmation Order (the “Anderson Relief Motion”). In the Anderson Relief Motion, Anderson Memorial argued that a May 18, 2012, decision by the Third Circuit Court of Appeals in a case called Wright v. Owens-Corning undermined the District Court’s conclusion that (a) the PI Settlement Plan was feasible and (b) the asbestos property damage injunction and trust included in the PI Settlement Plan were appropriate. Objections to the Anderson Relief Motion were filed by Grace and the other proponents of the PI Settlement Plan, and by the representative of future asbestos property damage claimants appointed in the Grace bankruptcy proceedings. On June 11, 2012, the District Court entered a consolidated order (the “Consolidated Order”) granting the Sealed Air/Fresenius Motion, the Plan Proponents’ Motion, and the Garlock Reargument Motion, and providing for amendments to the Original District Court Opinion and the Original District Court Confirmation Order. Although the Consolidated Order granted the Garlock Reargument Motion, it did not constitute the District Court’s agreement with Garlock’s objections to the PI Settlement Plan, which the District Court continued to overrule. Also on June 11, 2012, the District Court entered an amended memorandum opinion (the “Amended District Court Opinion”) and confirmation order (the “Amended District Court Confirmation Order”) overruling all objections to the PI Settlement Plan, reflecting amendments described in the Consolidated Order, and confirming the PI Settlement Plan in its entirety (including the issuance of the injunction under Section 524(g) of the Bankruptcy Code). Thereafter, on July 23, 2012, the District Court issued a memorandum opinion and an order denying the Anderson Relief Motion.

Parties have appealed the Amended District Court Opinion and the Amended District Court Confirmation Order to the Third Circuit Court of Appeals. Parties have filed briefs in connection with the appeals, and the Third Circuit Court of Appeals is scheduled to hear oral arguments with respect to the appeals on June 17, 2013. Although Grace publicly indicated its intent to seek to emerge from bankruptcy before the appeals are fully and finally resolved, it subsequently indicated that it was not able to receive the necessary consents and waivers to do so, including from the Company. While Grace has in the past indicated that, with an appeals process before the Third Circuit Court of Appeals, its target date to emerge from bankruptcy was the fourth quarter of 2013, we cannot assure you that this timing for emergence is or will be correct or that the target date for Grace’s emergence has not been or will not be revised.

Consistent with our Settlement agreement, we are prepared to pay the Settlement amount directly to the asbestos trusts to be established under section 524(g) of the Bankruptcy Code once the conditions of the Settlement agreement are fully satisfied. Among those conditions is that approval of an appropriate Grace bankruptcy plan – containing all releases, injunctions, and protections required by the Settlement agreement – be final and not subject to any appeal. Given the pending appeals (which include, without limitation, challenges to injunctions and releases in the PI Settlement Plan), the condition that approval of the PI Settlement Plan be final and not subject to any appeal has not been satisfied at this time. The Company has not waived this or any other condition of the Settlement agreement nor can there be any assurance that each of the parties whose consent or waiver is required for Grace to emerge from bankruptcy while the appeals are pending will provide such consent or waiver. Although we are optimistic that, if it were to become effective, the PI Settlement Plan would implement the terms of the Settlement agreement, we can give no assurance that this will be the case notwithstanding the confirmation of the PI Settlement Plan by the

Bankruptcy Court and the District Court. The terms of the PI Settlement Plan remain subject to amendment. Moreover, the PI Settlement Plan is subject to the satisfaction of a number of conditions which are more fully set forth in the PI Settlement Plan and include, without limitation, the availability of exit financing and the approval of the PI Settlement Plan becoming final and no longer subject to appeal. As noted, parties have appealed the Amended District Court Confirmation Order to the Third Circuit Court of Appeals or have otherwise challenged the Amended District Court Opinion and the Amended District Court Confirmation Order. Matters relating to the PI Settlement Plan, the Bankruptcy and Amended District Court Opinions, and the Bankruptcy and Amended District Court Confirmation Orders may be subject to further appeal, challenge, and proceedings before the District Court, the Third Circuit Court of Appeals, or other courts. Parties have challenged various issues with respect to the PI Settlement Plan, the Bankruptcy and Amended District Court Opinions, and the Bankruptcy and Amended District Court Confirmation Orders, including, without limitation, issues relating to releases and injunctions contained in the PI Settlement Plan.

While the Bankruptcy Court and the District Court have confirmed the PI Settlement Plan, we do not know whether or when the Third Circuit Court of Appeals will affirm the Amended District Court Confirmation Order or the Amended District Court Opinion, whether or when the Bankruptcy and Amended District Court Opinions or the Bankruptcy and Amended District Court Confirmation Orders will become final and no longer subject to appeal, or whether or when a final plan of reorganization (whether the

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PI Settlement Plan or another plan of reorganization) will become effective. Assuming that a final plan of reorganization (whether the PI Settlement Plan or another plan of reorganization) is confirmed by the Bankruptcy Court and the District Court, and does become effective, we do not know whether the final plan of reorganization will be consistent with the terms of the Settlement agreement or if the other conditions to our obligation to pay the Settlement agreement amount will be met. If these conditions are not satisfied or not waived by us, we will not be obligated to pay the amount contemplated by the Settlement agreement. However, if we do not pay the Settlement agreement amount, we will not be released from the various asbestos related, fraudulent transfer, successor liability, and indemnification claims made against us and all of these claims would remain pending and would have to be resolved through other means, such as through agreement on alternative settlement terms or trials. In that case, we could face liabilities that are significantly different from our obligations under the Settlement agreement. We cannot estimate at this time what those differences or their magnitude may be. In the event these liabilities are materially larger than the current existing obligations, they could have a material adverse effect on our consolidated financial condition and results of operations. We will continue to review and monitor the progress of the Grace bankruptcy proceedings (including appeals and other proceedings relating to the PI Settlement Plan, the Bankruptcy and Amended District Court Opinions, and the Bankruptcy and Amended District Court Confirmation Orders), as well as any amendments or changes to the PI Settlement Plan or to Bankruptcy and Amended District Court Opinions and Confirmation Orders, to verify compliance with the Settlement agreement.

### *Fresenius Claims*

In January 2002, we filed a declaratory judgment action against Fresenius Medical Care Holdings, Inc., its parent, Fresenius AG, a German company, and specified affiliates in New York State court asking the court to resolve a contract dispute between the parties. The Fresenius parties contended that we were obligated to indemnify them for liabilities that they might incur as a result of the 1996 Fresenius transaction mentioned above. The Fresenius parties' contention was based on their interpretation of the agreements between them and W. R. Grace & Co. — Conn. In connection with the 1996 Fresenius transaction. In February 2002, the Fresenius parties announced that they had accrued a charge of \$172 million for these potential liabilities, which included pre-transaction tax liabilities of Grace and the costs of defense of litigation arising from Grace's Chapter 11 filing. We believe that we were not responsible to indemnify the Fresenius parties under the 1996 agreements and filed the action to proceed to a resolution of the Fresenius parties' claims. In April 2002, the Fresenius parties filed a motion to dismiss the action and for entry of declaratory relief in its favor. We opposed the motion, and in July 2003, the court denied the motion without prejudice in view of the November 27, 2002 agreement in principle referred to above. As noted above, under the Settlement agreement, we and the Fresenius parties will exchange mutual releases, which will release us from any and all claims related to the 1996 Fresenius transaction.

### *Canadian Claims*

In November 2004, the Company's Canadian subsidiary Sealed Air (Canada) Co./Cie learned that it had been named a defendant in the case of *Thundersky v. The Attorney General of Canada, et al.* (File No. CI04-01-39818), pending in the Manitoba Court of Queen's Bench. Grace and W. R. Grace & Co. — Conn. Are also named as defendants. The plaintiff brought the claim as a putative class proceeding and seeks recovery for alleged injuries suffered by any Canadian resident, other than in the course of employment, as a result of Grace's marketing, selling, processing, manufacturing, distributing and/or delivering asbestos or asbestos-containing products in Canada prior to the Cryovac Transaction. A plaintiff filed another proceeding in January 2005 in the Manitoba Court of Queen's Bench naming the Company and specified subsidiaries as defendants. The latter proceeding, *Her Majesty the Queen in Right of the Province of Manitoba v. The Attorney General of Canada, et al.* (File No. CI05-01-41069), seeks the recovery of the cost of insured health services allegedly provided by the Government of Manitoba to the members of the class of plaintiffs in the *Thundersky* proceeding. In October 2005, we learned that six additional putative class proceedings had been brought in various provincial and federal courts in Canada seeking recovery from the Company and its subsidiaries Cryovac, Inc. and Sealed Air (Canada) Co./Cie, as well as other defendants including W. R. Grace & Co. and W. R. Grace & Co. — Conn., for alleged injuries suffered by any Canadian resident, other than in the course of employment (except with respect to one of these six claims), as a result of Grace's marketing, selling, manufacturing, processing, distributing and/or delivering asbestos or asbestos-containing products in Canada prior to the Cryovac transaction. Grace and W. R. Grace & Co. — Conn. Have agreed to defend, indemnify and hold harmless the Company and its affiliates in respect of any liability and expense, including legal fees and costs, in these actions.

In April 2001, Grace Canada, Inc. had obtained an order of the Superior Court of Justice, Commercial List, Toronto (the “Canadian Court”), recognizing the Chapter 11 actions in the United States of America involving Grace Canada, Inc.’s U.S. parent corporation and other affiliates of Grace Canada, Inc., and enjoining all new actions and staying all current proceedings against Grace Canada, Inc. related to asbestos under the Companies’ Creditors Arrangement Act. That order has been renewed repeatedly. In November 2005, upon motion by Grace Canada, Inc., the Canadian Court ordered an extension of the injunction and stay to actions involving asbestos against the Company and its Canadian affiliate and the Attorney General of Canada, which had the effect of staying all of the Canadian actions referred to above. The parties finalized a global settlement of these Canadian actions (except for claims against the Canadian government). That settlement, which has subsequently been amended (the “Canadian Settlement”), will be entirely funded by Grace. The Canadian Court issued an Order on December 13, 2009 approving the Canadian Settlement. We do not have any positive obligations under the Canadian Settlement, but we are a beneficiary of the release of claims. The release in favor of the Grace parties (including us) will become operative upon the effective date of a plan of reorganization in Grace’s United States Chapter 11 bankruptcy proceeding. As filed, the PI Settlement Plan contemplates that the claims released under the Canadian Settlement will be subject to injunctions under Section 524(g) of the Bankruptcy Code. As indicated above, the Bankruptcy Court entered the Bankruptcy Court Confirmation Order on January 31, 2011 and the Clarifying Order on February 15, 2011 and the District Court entered the Original District Court Confirmation Order on January 30, 2012 and the Amended District Court Confirmation Order on June 11, 2012. The Canadian Court issued an Order on April 8, 2011 recognizing and giving full effect to the Bankruptcy Court’s Confirmation Order in all provinces and territories of Canada in accordance with the Bankruptcy Court Confirmation Order’s terms. Notwithstanding the foregoing, the PI Settlement Plan has not become effective, and we can give no assurance that the PI Settlement Plan (or any other plan of reorganization) will become effective. Assuming that a final plan of reorganization (whether the PI Settlement Plan or another plan of reorganization) does become effective, if the final plan of reorganization does not incorporate the terms of the Canadian Settlement or if the Canadian courts refuse to enforce the final plan of reorganization in the Canadian courts, and if in addition Grace is unwilling or unable to defend and indemnify the Company and its subsidiaries in these cases, then we could be required to pay substantial damages, which we cannot estimate at this time and which could have a material adverse effect on our consolidated financial condition and results of operations.

#### *Additional Matters Related to the Cryovac Transaction*

In view of Grace’s Chapter 11 filing, we may receive additional claims asserting that we are liable for obligations that Grace had agreed to retain in the Cryovac transaction and for which we may be contingently liable. To date, we are not aware of any material claims having been asserted or threatened against us.

Final determinations and accountings under the Cryovac transaction agreements with respect to matters pertaining to the transaction had not been completed at the time of Grace’s Chapter 11 filing in 2001. We have filed claims in the bankruptcy proceeding that reflect the costs and liabilities that we have incurred or may incur that Grace and its affiliates agreed to retain or that are subject to indemnification by Grace and its affiliates under the Cryovac transaction agreements, other than payments to be made under the Settlement agreement. Grace has alleged that we are responsible for specified amounts under the Cryovac transaction agreements. Subject to the terms of the Settlement agreement, amounts for which we may be liable to Grace may be used to offset the liabilities of Grace and its affiliates to us. We intend to seek indemnification by Grace and its affiliates to the extent permissible under law, the Settlement agreement, and the Cryovac transaction agreements. Except to the extent of any potential setoff or similar claim, we expect that our claims will be as an unsecured creditor of Grace. Since portions of our claims against Grace and its affiliates are contingent or unliquidated, we cannot determine the amount of our claims, the extent to which these claims may be reduced by setoff, how much of the claims may be allowed, or the amount of our recovery on these claims, if any, in the bankruptcy proceeding.

#### *Environmental Matters*

We are subject to loss contingencies resulting from environmental laws and regulations, and we accrue for anticipated costs associated with investigatory and remediation efforts when an assessment has indicated that a loss is probable and can be reasonably estimated. These accruals are not reduced by potential insurance recoveries, if any. We do not believe that it is reasonably possible that our liability in excess of the amounts that we have accrued for environmental matters will be material to our consolidated financial condition or results of operations. Environmental liabilities are reassessed whenever circumstances become better defined or remediation efforts and their costs can be better estimated.

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We evaluate these liabilities periodically based on available information, including the progress of remedial investigations at each site, the current status of discussions with regulatory authorities regarding the methods and extent of remediation and the apportionment of costs among potentially responsible parties. As some of these issues are decided (the outcomes of which are subject to uncertainties) or new sites are assessed and costs can be reasonably estimated, we adjust the recorded accruals, as necessary. We believe that these exposures are not material to our consolidated financial condition or results of operations. We believe that we have adequately reserved for all probable and estimable environmental exposures.

### *Guarantees and Indemnification Obligations*

We are a party to many contracts containing guarantees and indemnification obligations. These contracts primarily consist of:

- product warranties with respect to certain products sold to customers in the ordinary course of business. These warranties typically provide that products will conform to specifications. Sealed Air generally does not establish a liability for product warranty based on a percentage of sales or other formula. Sealed Air accrues a warranty liability on a transaction-specific basis depending on the individual facts and circumstances related to each sale. Both the liability and annual expense related to product warranties are immaterial to our consolidated financial position and results of operations; and
- licenses of intellectual property by us to third parties in which we have agreed to indemnify the licensee against third party infringement claims.

### *Development Grant Matter*

On May 25, 2010, one of our Italian subsidiaries received a demand from the Italian Ministry of Economic Development for the total repayment of grant monies paid to two of our former subsidiaries in the amount of €5.1 million. The grant monies had previously been certified as payable by the Italian authorities and the grant process was finalized and closed in 2006. We acquired the former subsidiaries in September 2001 as part of an acquisition. The substance of the repayment demand is that the former owners of the subsidiaries made fraudulent claims and used fraudulent documents to support their grant application prior to our acquisition. There is no suggestion that we or our Italian subsidiary were directly involved in the grant process, but as purchaser of the two companies, the Ministry is seeking repayment from our Italian subsidiary. Our Italian subsidiary submitted a total denial of liability in regard to this matter on June 30, 2010. On March 12, 2013, the Ministry notified our Italian subsidiary that despite its denial of liability the Ministry was seeking the immediate repayment of the grant in the amount of €5.1 million plus accrued interest in a total amount of €10.1 million (\$13 million equivalent at March 31, 2013). Our Italian subsidiary has filed an appeal against the Ministry's unilateral determination with the Regional Administrative Court of Puglia, seeking a postponement of the demand for repayment and a full hearing of the merits of the demand as advanced in the original denial of liability. At this interim stage of the proceedings and with our appeal still pending, we are not able to determine the eventual outcome of the case. Accordingly, we have not recorded a liability related to this matter. We do not expect this matter to be material to our full year consolidated financial condition or results of operations, however the amount may be material to an interim reporting period.

## **(15) Stockholders' Equity**

### *Quarterly Cash Dividends*

On April 11, 2013, our Board of Directors declared a quarterly cash dividend of \$0.13 per common share payable on June 21, 2013 to stockholders of record at the close of business on June 7, 2013. The estimated amount of this dividend payment is \$25 million based on 196 million shares of our common stock issued and outstanding as of March 31, 2013.

On February 14, 2013, our Board of Directors declared a quarterly cash dividend of \$0.13 per common share payable on March 15, 2013 to stockholders of record at the close of business on March 1, 2013. We used \$25 million of available cash to pay this quarterly cash dividend.

The dividend payments discussed above are recorded as reductions to cash and cash equivalents and retained earnings on our condensed consolidated balance sheets. Our credit facility and the Notes contain covenants that restrict our ability to declare or pay dividends. However, we do not believe these covenants are likely to materially limit the future payment of quarterly cash dividends on our common stock. From time to time, we may consider other means of returning value to our stockholders based on our consolidated financial condition and results of operations. There is no guarantee that our Board of Directors will declare any further dividends.

### *Stock Appreciation Rights ("SARs")*

In connection with the acquisition of Diversey, Sealed Air exchanged Diversey's cash-settled stock appreciation rights and stock options that were unvested as of May 31, 2011 and unexercised at October 3, 2011 (the date of acquisition) into cash-settled stock appreciation rights based on Sealed Air common stock. As of March 31, 2013, we had 3 million SARs outstanding and the weighted average remaining vesting life of outstanding SARs was slightly greater than one year.

Since these SARs are settled in cash, the amount of the related expense has fluctuated and the related future expense will fluctuate based on exercise and forfeiture activity and the changes in the assumptions used in a Black-Scholes valuation model which include Sealed Air's stock price, risk-free interest rates, expected volatility and a dividend yield. In addition, once vested, the related expense will continue to fluctuate due to the changes in the assumptions used in the Black-Scholes valuation model for any SARs that are not exercised until their respective expiration dates, the last of which is currently in March 2021.

We recognized SARs expense of \$18 million in the three months ended March 31, 2013 and \$12 million in the three months ended March 31, 2012, related to SARs that were granted to Diversey employees who remained employees as of March 31, 2013 and 2012, respectively. Cash payments due to the exercise of these SARs in the three months ended March 31, 2013 were \$17 million. As of March 31, 2013, the remaining liability for these SARs was \$42 million and is included in other current (\$15 million) and non-current liabilities (\$27 million) on the condensed consolidated balance sheet and we had 3 million SARs outstanding. The weighted average remaining vesting life of outstanding SARs was slightly greater than one year.

In addition to the amounts discussed above, we recognized restructuring expense of less than \$1 million in the three months ended March 31, 2013 for SARs payments that were part of the termination and benefit costs for employees under the 2011 – 2014 Integration & Optimization Program. This expense was included in restructuring and other (credits) charges in our condensed consolidated statements of operations. Cash payments upon the exercise of these SARs were \$2 million in the three months ended March 31, 2013. The remaining liability for SARs included in the restructuring program was less than \$1 million as of March 31, 2013.

#### ***Share-based Incentive Compensation***

We record share-based incentive compensation expense in selling, general and administrative expenses on our condensed consolidated statements of operations with a corresponding credit to additional paid-in capital within stockholders' equity based on the fair value of the share-based incentive compensation awards at the date of grant. We recognize an expense or credit reflecting the straight-line recognition, net of estimated forfeitures, of the expected cost of the program. For the various performance share unit ("PSU") awards programs, the cumulative amount accrued to date is adjusted up or down to the extent the expected performance against the targets has improved or worsened for the performance conditions components of the awards.

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The following table shows our total share-based incentive compensation expense.

	Three Months Ended March 31,	
	2013	2012
Total share-based incentive compensation expense <sup>(1) (2)</sup>	\$ 7.6	\$ 4.5

The following table shows the estimated amount of total share-based incentive compensation expense expected to be recognized on a straight-line basis over the remaining respective vesting periods at March 31, 2013.

	2013	2014	2015	2016	Total
Total share-based incentive compensation expense <sup>(1)</sup>	\$18.1	\$15.2	\$8.2	\$0.2	\$41.7

<sup>(1)</sup> The amounts included above do not include the expense related to our U.S. profit sharing contributions made in the form of our common stock as such contributions are not considered share-based incentive compensation.

<sup>(2)</sup> On February 28, 2013, the Organization and Compensation Committee of our Board of Directors (“O&C Committee”) approved a change in the vesting policy regarding the existing 2011 three-year PSU awards, and the newly granted 2013 three-year PSU awards, for William V. Hickey, our former Chief Executive Officer. The approved change will result in the full vesting of the awards, rather than a pro-rata portion vesting as of the date of his retirement (May 16, 2013). Mr. Hickey’s awards will still be subject to the performance metrics stipulated in the plan documents, and will be paid-out in accordance with the original planned timing. As a result of these approved changes, the expense related to these awards will be accelerated and recognized over the applicable service period up until the date of his retirement). In the three months ended March 31, 2013, we recognized \$1 million of share-based compensation expense related to these awards.

### Accumulated Other Comprehensive Loss

Included in stockholders’ equity on our condensed consolidated balance sheets is accumulated other comprehensive loss. Accumulated other comprehensive loss includes unrecognized pension items of \$137 million as of March 31, 2013.

In the three months ended March 31, 2013, we reclassified \$7 million (\$5 million, net of taxes) out of accumulated other comprehensive income to other assets and other liabilities on the condensed consolidated balance sheets. Also, see Note 15, “Profit Sharing, Retirement Savings Plans and Defined Benefit Plans,” of the Notes to the Consolidated Financial Statements included in our 2012 Annual Report on Form 10-K for additional information related to unrecognized pension items included in accumulated other comprehensive loss.

### Performance-Based Compensation Program

The goals and achievement levels described below are designed to meet the requirements of Section 162(m) of the Internal Revenue Code in order to qualify the compensation paid to the Chief Executive Officer and other specified executive officers named in the summary compensation table in the Company’s proxy statement to be fully deductible as performance-based compensation even if compensation exceeds the \$1 million limit of Section 162(m).

During the three months ended March 31, 2013, the O&C Committee approved the following goals and achievement levels under the Performance-Based Compensation Program of Sealed Air Corporation in order to allow the O&C Committee to approve cash bonuses and stock awards up to the limit provided in the Program for 2013. The goals and achievement levels for 2013 are diluted earnings per share (adjusted as describe below) of at least \$0.95 per share, operating expenses (as adjusted) equal to or less than \$1,993 million, net operating profit after tax (as adjusted) of at least \$511 million and either net income (as adjusted) above \$200 million, operating profit as a percentage of 2013 net sales equal to or above 8.7% or gross margin as a percentage of 2013 net sales equal to or above 33.5%.

The results will be adjusted for specified restructuring charges, goodwill impairment, specified litigation-related costs, capital market transactions, specified acquisitions and dispositions, specified tax adjustments and specified information systems expenses.

## (16) Other Income (Expense), net

The following table provides details of other income (expense), net.

	Three Months Ended March 31,	
	2013	2012
Interest and dividend income	\$ 3.2	\$ 3.5
Net foreign exchange transaction losses	(1.7)	(3.6)
Settlement agreement and related costs	(0.1)	(0.1)
Noncontrolling interests	0.3	0.7
Other, net	(1.5)	(4.5)
Other income (expense), net	\$ 0.2	\$ (4.0)



**(17) Net Earnings (Loss) Per Common Share**

The following table shows the calculation of basic and diluted net earnings (loss) per common share under the two-class method.

	Three Months Ended March 31,	
	2013	2012
<b>Basic Net Earnings (Loss) Per Common Share:</b>		
<b>Numerator</b>		
Net earnings (loss) available to common stockholders	\$ 2.7	\$ (6.0)
Distributed and allocated undistributed net earnings (loss) to non-vested restricted stockholders	(0.1)	(0.1)
Distributed and allocated undistributed net earnings (loss) to common stockholders	2.6	(6.1)
Distributed net earnings (loss) — dividends paid to common stockholders	(25.3)	(25.1)
<b>Allocation of undistributed net earnings (loss) to common stockholders</b>	<b>\$ (22.7)</b>	<b>\$ (31.2)</b>
<b>Denominator<sup>(1)</sup></b>		
Weighted average number of common shares outstanding — basic	193.8	191.9
Basic net earnings (loss) per common share:		
Distributed net earnings (loss) to common stockholders	\$ 0.13	\$ 0.13
Allocated undistributed net earnings (loss) to common stockholders	(0.12)	(0.16)
<b>Basic net (loss) earnings per common share:</b>	<b>\$ 0.01</b>	<b>\$ (0.03)</b>
<b>Diluted Net Earnings (Loss) Per Common Share:</b>		
<b>Numerator</b>		
Distributed and allocated undistributed net earnings (loss) to common stockholders	\$ 2.6	\$ (6.1)
Add: Allocated undistributed net earnings (loss) to non-vested restricted stockholders	—	—
Less: Undistributed net earnings (loss) reallocated to non-vested restricted stockholders	—	—
<b>Net earnings (loss) available to common stockholders — diluted</b>	<b>\$ 2.6</b>	<b>\$ (6.1)</b>
<b>Denominator<sup>(1)</sup></b>		
Weighted average number of common shares outstanding — basic	193.8	191.9
Effect of assumed issuance of Settlement agreement shares	18.0	—
Effect of non-vested restricted stock units	0.9	—
Weighted average number of common shares outstanding — diluted	212.7	191.9
<b>Diluted net earnings (loss) per common share</b>	<b>\$ 0.01</b>	<b>\$ (0.03)</b>

(1) In calculating diluted net earnings (loss) per common share for 2012, our diluted weighted average number of common shares outstanding excludes the effect of assumed issuance of shares under the Settlement agreement and non-vested restricted stock units as the effect was anti-dilutive.

*PSU Awards*

Since the PSU awards include contingently issuable shares that are based on a condition other than earnings or market price, they are included in the diluted weighted average number of common shares outstanding when we meet the performance conditions as of that date. However, in 2012, unvested PSU awards that met the performance conditions as of March 31, 2012 were not included in the diluted weighted average number of common shares outstanding for the three months ended March 31, 2012 as the effect was anti-dilutive.

*SLO Awards*

The shares or units associated with the 2013 SLO awards are considered contingently issuable shares and therefore are not included in the basic or diluted weighted average number of common shares outstanding for the three months ended March 31, 2013. These shares or units will not be included in the common shares outstanding until the final determination of the amount of annual incentive compensation is made in the first quarter of 2014. Once this determination is made, the shares or units will be included in both the basic and diluted weighted average number of common shares outstanding if the employee is retirement eligible or in the diluted weighted average number of common shares outstanding if the employee is not retirement eligible if the impact to diluted net earnings per common share is dilutive. The numbers of shares or units associated with SLO awards for the three months ended March 31, 2013 and 2012 were nominal and have not been included in the diluted weighted average number of common shares outstanding for the three months ended March 31, 2012 as the effect was anti-dilutive.

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

The information in our Management's Discussion and Analysis of Financial Condition and Results of Operations ("MD&A") should be read together with our condensed consolidated financial statements and related notes set forth in Item 1 of Part I of this quarterly report on Form 10-Q, our MD&A set forth in Item 7 of Part II of our 2012 Annual Report on Form 10-K and our consolidated financial statements and related notes set forth in Item 8 of Part II of our Form 10-K. See Part II, Item 1A, "Risk Factors," below and "Cautionary Notice Regarding Forward-Looking Statements," above, and the information referenced therein, for a description of risks that we face and important factors that we believe could cause actual results to differ materially from those in our forward-looking statements. All amounts and percentages are approximate due to rounding and all dollars are in millions, except per share amounts. When we cross-reference to a "Note," we are referring to our "Notes to Condensed Consolidated Financial Statements," unless the context indicates otherwise.

In November 2012, we completed the sale of Diversey Japan. The operating results of Diversey Japan were reclassified to discontinued operations, net of tax, on the condensed consolidated statements of operations for the three months ended March 31, 2012. See Note 3, "Divestiture," for details of our sale of Diversey Japan. The following MD&A is on a continuing operations basis unless otherwise noted.

#### Recent Events

##### *Issuance of 5.25% Senior Notes due 2023 and Retirement of 7.875% Senior Notes due 2017*

In March 2013, we issued \$425 million of 5.25% Senior Notes and used substantially all of the proceeds to retire the 7.875% Senior Notes due June 2017. See Note 10, "Debt and Credit Facilities" for further details of our senior notes activities.

##### *Quarterly Cash Dividends*

On April 11, 2013, our Board of Directors declared a quarterly cash dividend of \$0.13 per common share payable on June 21, 2013 to stockholders of record at the close of business on June 7, 2013. The estimated amount of this dividend payment is \$25 million based on 196 million shares of our common stock issued and outstanding as of March 31, 2013.

##### *2013 Earnings Quality Improvement Program (EQIP)*

As announced on May 1, 2013, we commenced with EQIP, which is an initiative to deliver meaningful cost savings and network optimization. See Note 9, "Restructuring Activities" for further details of the program.

#### 2013 Outlook

We have not made any changes to our expectations for net sales, Adjusted EBITDA and Adjusted EPS results for full year 2013, which were included in our 2012 Annual Report on Form 10-K. We continue to estimate 2013 net sales in the range of \$7.7 billion to \$7.9 billion, Adjusted EBITDA of \$1.010 billion to \$1.020 billion, and Adjusted EPS of \$1.10 to \$1.20. We have revised our estimated free cash flow outlook for 2013 (free cash flow represents cash flow from operations less capital expenditures) to approximately \$275 million to \$325 million from a previous range of approximately \$300 million to \$350 million. This revised range includes the impact of higher restructuring payments due to the earnings quality improvement program discussed above and higher anticipated cash payments for SARs. We continue to expect a core effective tax rate in the range of 25% to 26% in 2013.

Additional full year outlook information includes:

- interest expense of \$355 million (including \$290 million of cash interest payments);
- depreciation and amortization expense of \$325 million (including \$170 million for property and equipment, \$130 million for intangible assets and \$25 million for share-based compensation);
- cash tax payments of \$95 million to \$115 million; and
- cash restructuring payments of \$135 million.

Our Adjusted EBITDA and Adjusted EPS outlook excludes the impact of special items. Adjusted EPS also excludes the payment of the Settlement agreement, as the exact timing of the settlement is unknown. Final payment of the Settlement agreement is expected to be accretive to EPS by approximately \$0.13 per common share annually following the payment date under the assumption of using a substantial portion of cash on hand for the payment and ceasing to accrue interest on the settlement amount. Additionally, guidance excludes any non-operating gains or losses that may be recognized in 2013 due to currency fluctuations in Venezuela.

#### Highlights of Financial Performance

Below are highlights of our financial performance.

	Three Months Ended March 31,		% Change
	2013	2012	
Net sales	\$ 1,852.8	\$ 1,845.4	0.4%
Gross profit	\$ 618.0	\$ 621.1	(0.5)%
As a % of net sales	33.4%	33.7%	
Operating profit	\$ 130.2	\$ 83.1	56.7%
As a % of net sales	7.0%	4.5%	
Net earnings (loss) available to common stockholders from continuing operations	\$ 2.7	\$ (8.4)	#%
Net earnings (loss) per common share from continuing operations—basic	\$ 0.01	\$ (0.04)	#%
Net earnings (loss) per common share from continuing operations —diluted	\$ 0.01	\$ (0.04)	#%
Weighted average number of common shares outstanding:			
Basic	193.8	191.9	
Diluted	212.7	191.9	
Non-U.S. GAAP adjusted diluted net earnings per common share—continuing	\$ 0.17	\$ 0.16	6.3%

# Denotes a variance greater than or equal to 100%.

(1) See “Diluted Net Earnings per Common Share” below for a reconciliation of our U.S. GAAP EPS to our non-U.S. GAAP adjusted EPS.

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### Diluted Net Earnings (Loss) per Common Share

The following table presents a reconciliation of our U.S. GAAP EPS to our non-U.S. GAAP Adjusted EPS.

	Three Months Ended March 31,			
	2013		2012	
	Net Earnings	EPS	Net Earnings	EPS
<b>U.S. GAAP net earnings (loss) and EPS available to common stockholders—</b>				
<b>continuing operations</b>	<b>\$ 2.7</b>	<b>\$ 0.01</b>	<b>\$ (8.4)</b>	<b>\$ (0.04)</b>
Adjusted net earnings and EPS impact of special items <sup>(1)</sup>	34.0	0.16	42.5	0.20
<b>Non-U.S. GAAP net earnings and related EPS available to common stockholders</b>				
<b>—continuing operations</b>	<b>\$ 36.7</b>	<b>\$ 0.17</b>	<b>\$ 34.1</b>	<b>\$ 0.16</b>
<b>Weighted average number of common shares outstanding – Diluted</b>		<b>212.7</b>		<b>210.2<sup>(2)</sup></b>

- (1) For 2013, this amount includes loss on debt redemption of \$32 million (\$20 million, net of taxes), foreign currency exchange losses related to Venezuelan subsidiaries of \$13 million (\$11 million, net of taxes) and associated costs of \$5 million (\$3 million, net of taxes) related to our 2011-2014 Integration and Optimization Program. For 2012, this amount primarily includes restructuring and other charges of \$47 million (\$32 million, net of taxes) and associated costs of \$6 million (\$4 million, net of taxes), both related to our 2011-2014 Integration and Optimization Program, non-recurring associated costs from Legacy Diversey restructuring programs of \$8 million (\$5 million, net of taxes) and costs related to the acquisition and integration of Diversey of \$2 million (\$1 million, net of taxes). See below for further details of these items.
- (2) Represents the impact of using diluted weighted average number of common shares outstanding included in the non-U.S. GAAP adjusted EPS calculation in order to apply the dilutive impact on adjusted net earnings of the assumed issuance of 18 million shares for the Settlement agreement shares and non-vested restricted stock and restricted stock units. This impact occurs when U.S. GAAP net loss is reported and using dilutive shares is antidilutive.

See Note 17, “Net Earnings (Loss) Per Common Share,” for details on the calculation of our U.S. GAAP basic and diluted EPS.

Our U.S. GAAP and non-U.S. GAAP income taxes are as follows:

	Three Months Ended March 31,			
	2013		2012	
	(Benefit) Provision	Effective Tax Rate	(Benefit) Provision	Effective Tax Rate
U.S. GAAP Income Taxes	\$ (8.5)	146.6%	\$ (9.9)	54.1%
Non-U.S. GAAP Income Taxes (Core Taxes)	\$ 8.8	19.4%	\$ 9.8	22.3%

The discussions that follow provide further details about the material factors that contributed to the changes in our EPS in 2013 compared with 2012.

### Net Sales by Geographic Region

The components of the increase in net sales by our geographic reporting regions for three months ended March 31, 2013 compared with 2012 were as follows:

	North America	Europe	Latin America	AMAT <sup>(1)</sup>	JANZ <sup>(2)</sup>	Total
<b>Change in Net Sales</b>						
Volume-Units	\$ 2.7	\$(15.0)	\$ 16.6	\$ 12.5	\$ 1.9	\$ 18.7
% change	0.4%	(2.4)%	8.9%	6.8%	1.3%	1.0%
Product price/mix	(1.5)	(0.3)	5.7	2.1	(2.9)	3.1
% change	(0.2)%	—%	3.0%	1.2%	(1.9)%	0.2%
Foreign currency translation	0.1	1.7	(12.2)	(1.6)	(2.4)	(14.4)
% change	—	0.3%	(6.5)%	(0.9)%	(1.7)%	(0.8)%
<b>Total</b>	<b>\$ 1.3</b>	<b>\$(13.6)</b>	<b>\$ 10.1</b>	<b>\$ 13.0</b>	<b>\$ (3.4)</b>	<b>\$ 7.4</b>
% change	0.2%	(2.1)%	5.4%	7.1%	(2.3)%	0.4%
Impact of foreign currency translation	(0.1)	(1.7)	12.2	1.6	2.4	14.4
<b>Total constant dollar change (Non-U.S. GAAP)</b>	<b>\$ 1.2</b>	<b>\$(15.3)</b>	<b>\$ 22.3</b>	<b>\$ 14.6</b>	<b>\$ (1.0)</b>	<b>\$ 21.8</b>
Constant dollar % change	0.2%	(2.4)%	11.9%	8.0%	(0.6)%	1.2%

<sup>(1)</sup> AMAT = Asia, Middle East, Africa and Turkey

<sup>(2)</sup> JANZ = Japan/Australia/New Zealand

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### Foreign Currency Translation Impact on Net Sales

Approximately 65% of our consolidated net sales in the three months ended March 31, 2013 were generated outside the U.S. Since we are a U.S. domiciled company, we translate our foreign currency-denominated net sales into U.S. dollars. Due to the changes in the value of foreign currencies relative to the U.S. dollar, translating our net sales from foreign currencies to U.S. dollars may result in a favorable or unfavorable impact to our consolidated net sales results. Historically, the most significant currencies that have impacted the translation of our net sales and our other consolidated financial results are the euro, the Australian dollar, the Brazilian real, the Canadian dollar, the British pound and the Japanese yen.

We experienced an unfavorable foreign currency translation impact on net sales of \$14 million in the three months ended March 31, 2013 compared with the same periods of 2012. This was primarily due to the strengthening of the U.S. dollar relative to the Brazilian real.

### Net Sales by Segment Reporting Structure

The following table presents net sales by our segment reporting structure.

Net sales:	Three Months Ended March 31,		% Change
	2013	2012	
<b>Food &amp; Beverage</b>	<b>\$ 902.5</b>	<b>\$ 895.1</b>	<b>0.8%</b>
<i>As a % of net sales</i>	48.7%	48.5%	
<b>Institution &amp; Laundry</b>	<b>512.9</b>	<b>510.2</b>	<b>0.5%</b>
<i>As a % of net sales</i>	27.7%	27.6%	
<b>Protective Packaging</b>	<b>386.6</b>	<b>391.3</b>	<b>(1.2)%</b>
<i>As a % of net sales</i>	20.9%	21.2%	
<b>Other Category</b>	<b>50.8</b>	<b>48.8</b>	<b>4.1%</b>
<i>As a % of net sales</i>	2.7%	2.7%	
<b>Total</b>	<b>\$ 1,852.8</b>	<b>\$ 1,845.4</b>	<b>0.4%</b>

### Components of Change in Net Sales by Segment Reporting Structure

The following table presents the components of change in net sales by our segment reporting structure for three months ended March 31, 2013 compared with 2012.

We also present the change in net sales excluding the impact of foreign currency translation, a non-U.S. GAAP measure, which we define as “constant dollar.” We believe using constant dollar measures aids in the comparability between periods as it eliminates the volatility of changes in foreign currency exchange rates.

	Food & Beverage		Institutional & Laundry		Protective Packaging		Other		Total Company	
Volume — Units	\$ 16.5	1.8%	\$ 0.7	0.1%	\$ 0.3	0.1%	\$ 1.2	2.5%	\$ 18.7	1.0%
Product price/mix <sup>(1)</sup>	0.6	0.1	5.3	1.1	(3.6)	(0.9)	0.8	1.6	3.1	0.2
Foreign currency translation	(9.7)	(1.1)	(3.3)	(0.7)	(1.4)	(0.4)	—	—	(14.4)	(0.8)
<b>Total change (U.S. GAAP)</b>	<b>\$ 7.4</b>	<b>0.8%</b>	<b>\$ 2.7</b>	<b>0.5%</b>	<b>\$(4.7)</b>	<b>(1.2)%</b>	<b>\$ 2.0</b>	<b>4.1%</b>	<b>\$ 7.4</b>	<b>0.4%</b>
Impact of foreign currency translation	\$ 9.7	1.1%	\$ 3.3	0.7%	\$ 1.4	0.4%	\$ —	—	\$ 14.4	0.8%
<b>Total constant dollar change (Non-U.S. GAAP)</b>	<b>\$ 17.1</b>	<b>1.9%</b>	<b>\$ 6.0</b>	<b>1.2%</b>	<b>\$(3.3)</b>	<b>(0.8)%</b>	<b>\$ 2.0</b>	<b>4.1%</b>	<b>\$ 21.8</b>	<b>1.2%</b>

<sup>(1)</sup> Our product price/mix reported above includes the net impact of our pricing actions and rebates as well as the period-to-period change in the mix of products sold. Also included in our reported product price/mix is the net effect of some of our customers purchasing our products in non-U.S. dollar, euro or Latin American currencies denominated countries at selling prices denominated in U.S. dollars, euros or Latin America currencies. This primarily arises when we export products from the U.S., euro-zone and Latin American countries. The impact to our reported product price/mix of these purchases in other countries at selling prices denominated in U.S. dollars, euros, or Latin American currencies was not material in the periods included in the tables above.

The following discussion of net sales is presented on a constant dollar or organic basis.

### Food & Beverage Segment Net Sales

The \$17 million, or 2%, constant dollar increase in net sales in 2013 compared with 2012 was primarily due to:

- higher unit volumes in Latin America of \$13 million, or 11%, mostly due to higher demand for fresh red meat products, which in turn contributed to higher sales of our shrink bags and higher equipment sales;
- higher unit volumes in AMAT of \$9 million, or 15%, due to an increase in dairy customers’ production rates, which resulted in increased sales of our fresh dairy packaging products and higher growth in the beverage and brewing sector; and
- favorable product price/mix in Latin America of \$4 million, or 4%, partially offset by lower product price/mix in North America of \$2 million, or 1%, and Europe of \$1 million, or 1%.

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These favorable drivers were partially offset by lower unit volumes in Europe of \$4 million or 2%, and in North America of \$2 million or 1% primarily due to the challenging economic environment.

### **Institutional & Laundry Segment Net Sales**

The \$6 million, or 1%, constant dollar increase in net sales in 2013 compared with 2012 was primarily due to:

- higher unit volumes in AMAT of \$6 million, or 7%, due to growth primarily in the hospitality and food service sectors, with over 10% organic growth in China and India;
- favorable product price/mix of \$5 million, or 1%. This increase is primarily due to implementation of average price increases in 2013 in most geographies, which have more than offset input cost increases;
- higher unit volumes in Latin America of \$3 million or, 7%, due to growth in food services and retail sectors, with strong organic growth in Argentina, Brazil and Mexico; and
- higher unit volumes in North America of \$3 million or, 3%, due to pacing of distributor sales.

These favorable drivers were offset by lower unit volumes in Europe of \$11 million or 5% due to the economic challenges primarily in Southern European countries.

### **Protective Packaging Segment Net Sales**

The \$3 million, or 1%, constant dollar decrease in net sales in 2013 compared with 2012 was primarily due to a decline in product price/mix of \$3 million, or 1%, primarily in JANZ, Europe and the U.S. The unfavorable price/mix is attributable to increased sales to consumer-based customers of products with lower selling prices, as well as reduced sales of specialty foam products under government projects. Net sales for e-commerce and third party logistics providers continue to grow, but were offset by global manufacturing weakness, primarily in Southern Europe.

### **Cost of Sales**

	Three Months Ended March 31,		% Change
	2013	2012	
Cost of sales	\$1,234.8	\$1,224.3	0.9%
As a % of net sales	66.6%	66.3%	

Cost of sales for the three months ended March 31, 2013 was impacted by favorable foreign currency translation of \$10 million. On a constant dollar basis, cost of sales increased \$21 million, primarily due to the unfavorable impact of inflationary costs, including the impact of salaries and benefit increases. Cost of sales benefited from incremental synergies associated with the 2011-2014 Integration and Optimization Program.

### **Selling, General and Administrative Expenses**

Selling, general and administrative expense for the three months ended March 31, 2013 and 2012 are included in the table below.

	Three Months Ended March 31,		% Change
	2013	2012	
Selling, general and administrative expenses	\$437.4	\$444.7	(1.6)%
As a % of net sales	23.6%	24.1%	

Selling, general and administrative expenses were impacted by favorable foreign currency translation of \$2 million. On a constant dollar basis, selling, general and administrative expenses increased \$5 million, primarily due to higher costs supporting the increased sales volumes mentioned above and the timing of certain expenses.

### **Amortization of Intangible Assets Acquired**

Amortization of intangible assets for the three months ended March 31, 2013 and 2012 were as follows:

	Three Months Ended March 31,		% Change
	2013	2012	
Amortization of intangible assets acquired	\$ 32.2	\$ 32.7	(1.5)%
As a % of net sales	1.7%	1.8%	

### **Stock Appreciation Rights Expense**

Stock appreciation rights expense for the three months ended March 31, 2013 and 2012 were as follows:

	Three Months Ended March 31,		% Change
	2013	2012	
Stock appreciation rights expense	\$ 18.0	\$ 11.8	52.5%
As a % of net sales	1.0%	0.6%	

The \$6 million increase in SARs expense in 2013 compared with 2012 was primarily due to the increase in the share price of our common stock in the three months ended March 31, 2013 as compared with 2012. We are exploring opportunities to mitigate the impact of the volatility SARs expense is having on our consolidated results of operations. See Note 15, "Shareholders' Equity," for further details of our SARs program.

## Costs Related to the Acquisition and Integration of Diversey

We recorded transaction and integration costs directly related to the acquisition of Diversey of less than \$1 million in the three months ended March 31, 2013 and \$2 million in the three months ended March 31, 2012. These costs primarily consist of professional and consulting fees. As discussed above, we have excluded these costs from our Adjusted EPS calculations in 2013 and 2012.

## Restructuring Activities

The actual timing of future costs and cash payments related to the programs described below are subject to change due to a variety of factors that may cause a portion of the costs, spending and benefits to occur later expected. In addition, changes in foreign exchange rates may impact future costs, spending and benefits. See Note 9, "Restructuring Activities," for further discussion of the charges and liabilities associated with these programs.

### 2013 Earnings Quality Improvement Program (EQIP)

As announced on May 1, 2013, we commenced with EQIP, which is an initiative to deliver meaningful cost savings and network optimization. The plan is estimated to generate annualized savings of approximately \$80 million by the end of 2015. Savings for 2013 are expected to be minimal.

### 2011-2014 Integration and Optimization Program

In December 2011, we initiated a restructuring program associated with the integration of Diversey's business following our acquisition of Diversey on October 3, 2011. This program is expected to be completed by the end of 2014. We estimate that we achieved \$29 million incremental cost synergies in the three months ended March 31, 2013 related to this program. We achieved these synergies in cost of sales and selling, general and administrative expenses mostly in our F&B and I&L divisions.

## Operating Profit

Management evaluates the performance of each reportable segment based on its operating profit, which is detailed in the table below.

	Three Months Ended March 31,		% Change
	2013	2012	
<b>Food &amp; Beverage</b>	<b>\$ 92.8</b>	<b>\$ 82.3</b>	<b>12.8%</b>
<i>As a % of Food &amp; Beverage net sales</i>	10.3%	9.2%	
<b>Institutional &amp; Laundry</b>	<b>(8.5)</b>	<b>(0.7)</b>	<b>#%</b>
<i>As a % of Institutional &amp; Laundry net sales</i>	(1.7)%	(0.1)%	
<b>Protective Packaging</b>	<b>46.7</b>	<b>50.9</b>	<b>(8.3)%</b>
<i>As a % of Protective Packaging net sales</i>	12.1%	13.0%	
<b>Other Category</b>	<b>(0.6)</b>	<b>(0.6)</b>	<b>—%</b>
<i>As a % of Other Category net sales</i>	(1.2)%	(1.2)%	
<b>Total</b>	<b>130.4</b>	<b>131.9</b>	<b>(1.1)%</b>
<i>As a % of net sales</i>	7.0%	7.1%	
Costs related to the acquisition and integration of Diversey	0.4	1.8	(77.8)%
Restructuring and other (credits) charges <sup>(1)</sup>	(0.2)	47.0	#%
<b>Total operating profit</b>	<b>\$ 130.2</b>	<b>\$ 83.1</b>	<b>56.7%</b>
<i>As a % of net sales</i>	7.0%	4.5%	

# Denotes a variance greater than or equal to 100%.

<sup>(1)</sup> Restructuring and other (credits) charges by our segment reporting structure were as follows:

	Three Months Ended March 31,	
	2013	2012
Food & Beverage	\$ (1.4)	\$ 35.7
Institutional & Laundry	(0.8)	4.9
Protective Packaging	2.0	6.2
Other Category	—	0.2
<b>Total</b>	<b>\$ (0.2)</b>	<b>\$ 47.0</b>

### Food & Beverage Operating Profit

Food & Beverage operating profit increased 13% to \$93 million in the first quarter of 2013 from \$82 million in the first quarter of 2012. This increase was primarily due to higher volumes, operational efficiencies and reduced expenses. Food & Beverage's operating profit also benefitted from cost synergies associated with the 2011-2014 Integration and Optimization Program.

### Institutional & Laundry Operating Loss

Institutional & Laundry's operating loss was \$9 million in the first quarter of 2013 as compared with \$1 million in the first quarter of 2012. This increased operating loss was primarily due to higher SARs expense, unfavorable regional mix, and the timing of certain expenses. These negative factors were partially offset by cost synergies associated with the 2011 – 2014 Integration and Optimization Program.

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### **Protective Packaging Operating Profit**

Protective Packaging operating profit declined 8% to \$47 million in the first quarter of 2013 from \$51 million in the first quarter of 2012. This decrease was primarily due to unfavorable price/cost spread, partially offset by reduced expenses.

### **Interest Expense**

Interest expense includes the stated interest rate on our outstanding debt, as well as the net impact of capitalized interest, the effects of interest rate swaps and the amortization of capitalized senior debt issuance costs, bond discounts, and terminated treasury locks.

The following table details our interest expense.

	Three Months Ended March 31,		2013 vs. 2012
	2013	2012	Change
Interest expense on the amount payable for the Settlement agreement	\$ 12.0	\$ 11.4	\$ 0.6
Interest expense on our various debt instruments:			
5.625% Senior Notes due July 2013 <sup>(1)</sup>	—	5.2	(5.2)
12% Senior Notes due February 2014	3.8	3.8	—
Term Loan A due October 2016 <sup>(2)</sup>	7.7	9.4	(1.7)
7.875% Senior Notes due June 2017 <sup>(1)</sup>	7.6	8.1	(0.5)
Term Loan B due October 2018 <sup>(2)</sup>	9.4	17.0	(7.6)
8.125% Senior Notes due September 2019 <sup>(2)</sup>	15.6	15.6	—
8.375% Senior Notes due September 2021 <sup>(2)</sup>	16.0	15.9	0.1
6.875% Senior Notes due July 2033	7.7	7.7	—
6.50% Senior Notes due December 2020 <sup>(1)</sup>	7.1	—	7.1
5.25% Senior Notes due April 2023 <sup>(1)</sup>	0.6	—	0.6
Revolving credit facility <sup>(2)</sup>	1.0	1.0	—
Other interest expense	3.9	3.2	0.7
Less: capitalized interest	(1.6)	(1.0)	(0.6)
Total	<u>\$ 90.8</u>	<u>\$ 97.3</u>	<u>\$ (6.5)</u>

(1) In November 2012, we issued \$425 million of 6.50% senior notes. Substantially all of the proceeds from this offering were used to purchase the outstanding amount (\$400 million) of the 5.625% Senior Notes due July 2013. In March 2013, we issued \$425 million of 5.25% senior notes. Substantially all of the proceeds from this offering were used to purchase the outstanding amount (\$400 million) of the 7.875% Senior Notes due July 2017. See Note 12, “Debt and Credit Facilities,” and “Loss on Debt Redemption” below for further details.

(2) In connection with the acquisition of Diversey on October 3, 2011, we entered into a credit facility consisting of: (a) a \$1.1 billion multicurrency Term Loan A Facility, (b) a \$1.2 billion multicurrency Term Loan B Facility and (c) a \$700 million revolving credit facility. We also issued \$750 million of 8.125% Senior Notes and \$750 million of 8.375% Senior Notes.

### **Foreign Currency Exchange Loss Related to Venezuelan Subsidiaries**

In February 2013, the Venezuelan government announced a devaluation of the bolivar from an official exchange rate of 4.3 to 6.3 bolivars per U.S. dollar. Due to this devaluation, as of March 31, 2013, we remeasured our bolivar denominated monetary assets and liabilities using the official exchange rate of 6.3 bolivars per U.S. dollar. As a result, we recorded a pre-tax loss of \$13 million in the three months ended March 31, 2013 due to this devaluation and other transaction losses. See “Foreign Exchange Rates,” below for further details.

### **Loss on Debt Redemption**

In March 2013, we completed an offering of \$425 million aggregate principal amount of 5.25% Senior Notes due April 2023. Substantially all of the net proceeds from these notes were used to repurchase \$400 million aggregate principal amount of 7.875% Senior Notes due June 2017. The \$32 million pre-tax loss on debt redemption included above consists of a 6% premium, the acceleration of the unamortized debt issuance costs associated with the repurchase of the 7.875% senior notes and certain fees.

### **Other Income (Expense), net**

See Note 16, “Other Income (Expense), net,” for the components and details of other income (expense), net.



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### **Income Taxes**

Our loss before income taxes from continuing operations for the three months ended March 31, 2013 was more than offset by an income tax benefit of \$9 million (an effective income tax benefit rate of 147%), resulting in net earnings of \$3 million. Our tax benefit for the three month benefitted from earnings in jurisdictions with low tax rates and losses in jurisdictions, such as the U.S., with high tax rates, as well as the retroactive reinstatement of certain tax provisions that were recorded as discrete items during the three months ended March 31, 2013. Our core tax rate for the three month period ended March 31, 2013 was 19.4%. On January 2, 2013, the President signed the American Taxpayer Relief Act of 2012, retroactively reinstating and extending the research and development tax credit and certain foreign tax provisions from January 1, 2012 through December 31, 2013. This benefit was partially offset by an increase in certain foreign tax rates which increase our deferred tax liabilities. As a result, our income tax provision for this quarter includes a discrete tax benefit reducing our core effective tax rate to 19.4%. We continue to expect a core effective tax rate of between 25% and 26% for the year. Our final core rate for the year may be higher or lower depending on, among other factors, our mix of foreign earnings and losses.

In the first quarter of 2012, we incurred a loss before income taxes from continuing operations of \$18 million. This loss was reduced by a \$10 million income tax benefit (an effective tax benefit rate of 54%). Our income tax benefit for that period exceeded the statutory U.S. federal income tax rate of 35% because of losses and restructuring charges in jurisdictions, such as the U.S., with high tax rates, while we had earnings in other jurisdictions with low tax rates. We also reached favorable settlements of certain tax disputes during this period.

We anticipate earnings for the full year 2013. Therefore, our favorable mix of earnings, losses and restructuring and related charges will reduce our effective tax rate compared to the statutory U.S. federal income tax rate of 35%. Our effective tax rate may be higher or lower depending on, among other factors, our mix of foreign earnings and the amount and location of restructuring charges incurred during the year.

Our effective tax rate also depends on the realization of our deferred tax assets, net of our valuation allowances. We have deferred tax assets related to the Settlement agreement, other accruals not yet deductible for tax purposes, foreign tax credits, U.S. and foreign net operating loss carry forwards and investment tax allowances, employee benefit items, and other items. Our largest deferred tax asset relates to our Settlement agreement as defined in Note 14, "Commitments and Contingencies."

We have established valuation allowances to reduce our deferred tax assets to an amount that is more likely than not to be realized. Our ability to utilize our deferred tax assets depends in part upon our ability to generate future taxable income during the periods in which these temporary differences reverse or our ability to carry back any losses created by the deduction of these temporary differences. We expect to realize these assets over an extended period. If we are unable to generate sufficient future taxable income in the U.S. and certain foreign jurisdictions, or if there is a significant change in the time period within which the underlying temporary differences become taxable or deductible, we could be required to increase our valuation allowances against our deferred tax assets. Our tax benefit with respect to the Settlement agreement may be significantly reduced resulting in an increased tax expense if the funding of the Settlement agreement occurs later than 2013 or the price of our common stock at the time of funding of the Settlement agreement is less than \$17.86 per share. These conditions could result in a significant increase in our effective tax rate and could have a material adverse effect on our consolidated results of operations in the periods in which these conditions occur. For example, a delay in funding the Settlement agreement until 2014, could require us to increase our valuation allowance, resulting in an increased tax expense of as much as \$50 million in 2013. In addition, changes in statutory tax rates or other new legislation or regulation may change our deferred tax assets or liability balances, with an either favorable or unfavorable impact on our effective tax rate.

### **Liquidity and Capital Resources**

The information in this section sets forth material changes in and updates to material information contained in the Liquidity and Capital Resources section of our MD&A set forth in Item 7 of Part II of our 2012 Annual Report on Form 10-K and should be read in conjunction with that discussion.

The discussion that follows contains descriptions of:

- our material commitments and contingencies;
- our principal sources of liquidity;
- our outstanding indebtedness;
- our historical cash flows, free cash flow and changes in working capital;
- changes in our stockholders' equity; and
- our derivative financial instruments.

### **Material Commitments and Contingencies**

#### ***Settlement Agreement and Related Costs***

We recorded a pre-tax charge of \$850 million in 2002, of which \$513 million represents a cash payment that we are required to make (subject to the satisfaction of the terms and conditions of the Settlement agreement) upon the effectiveness of a plan of reorganization in the bankruptcy of W. R. Grace & Co. We did not use cash in any period with respect to this liability.

We currently expect to fund a substantial portion of this payment when it becomes due by using accumulated cash and cash equivalents with the remainder from our committed liquidity facilities. Our credit facility is available for general corporate purposes, including the payment of the amounts required upon effectiveness of the Settlement agreement. See "Principal Sources of Liquidity" below. The cash payment of \$513 million accrues interest at a 5.5% annual rate, which is compounded annually, from December 21, 2002 to the date of payment. This accrued interest was \$377 million at March 31, 2013 and is recorded in Settlement agreement and related accrued interest on our consolidated balance sheet. The total liability on our consolidated balance sheet was \$889 million at March 31, 2013. In addition, the Settlement agreement provides for the issuance of 18 million shares of our common stock. Since the impact of issuing these shares is dilutive to our EPS, under U.S. GAAP, they are included in our diluted weighted average number of common shares outstanding in our calculation of EPS if the impact of including these shares is dilutive. See Note 17, "Net Earnings (Loss) Per Common Share," for details of our calculation of EPS.

Tax benefits resulting from the anticipated funding of the Settlement agreement were recorded as a \$406 million net deferred tax asset on our consolidated balance sheet as of March 31, 2013. This deferred tax asset reflects the cash portion of the Settlement agreement and related accrued interest and the value of the 18 million shares of our common stock at the post-split price of \$17.86 per share, which was the price when the Settlement agreement was reached in 2002. We intend to carry back a significant portion of the loss resulting from our deduction under the Settlement agreement. The efficiency of any amount carried back and the benefit therefrom, as well as the benefit from the amount carried forward, may depend upon, among other factors, the year we fund the Settlement agreement. Our tax benefit may be significantly reduced resulting in an increased tax expense which could have a material adverse effect on our consolidated results of

operations if we fund the Settlement agreement later than 2013 or are unable to generate sufficient U.S. taxable income. For example, a delay in funding the Settlement agreement until 2014, could require us to increase our valuation allowance, resulting in an increased tax expense of as much as \$50 million in 2013. The timing of our funding, however, is subject to factors beyond our control. Other facts that will impact our tax benefit include the amount of cash we pay, our tax position and the applicable tax codes, our past and anticipated future earnings in the U.S., as well as the price of our common stock at the time we fund the Settlement agreement. Changes in statutory tax rates or other new legislation or regulation may also change our deferred tax assets or liability balances, with either favorable or unfavorable impacts on our effective tax rate.

While the Bankruptcy Court and the District Court have confirmed the PI Settlement Plan, parties have appealed or otherwise challenged the PI Settlement Plan and the opinions and orders entered by the Bankruptcy Court and the District Court confirming the PI Settlement Plan. These matters may be subject to further appeal, challenge, and proceedings before the District Court, the Third Circuit Court of Appeals, or other courts. Parties have challenged various issues with respect to the PI Settlement Plan and the opinions and orders entered by the Bankruptcy Court and the District Court, including (without limitation) issues relating to releases and injunctions contained in the PI

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Settlement Plan. We will continue to review and monitor the progress of the Grace bankruptcy proceedings (including appeals and other proceedings relating to the PI Settlement Plan, the Bankruptcy and the Amended District Court Opinions, and the Bankruptcy and Amended District Court Confirmation Orders), as well as any amendments or changes to the PI Settlement Plan or to the Bankruptcy and the Amended District Court Opinions and Confirmation Orders, to verify compliance with the Settlement agreement. We do not know whether or when a final plan of reorganization (whether the PI Settlement Plan or another plan of reorganization) will become effective or whether the final plan will be consistent with the terms of the Settlement agreement.

As mentioned in “2013 Outlook” above, our full year 2013 diluted net earnings per common share guidance continues to exclude the payment under the Settlement agreement, as the timing is unknown. Payment under the Settlement agreement is expected to be accretive to our post-payment diluted net earnings per common share by approximately \$0.13 per share annually. This amount primarily represents the accretive impact on our net earnings from ceasing to accrue any future interest on the settlement amount following the payment.

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 14, “Commitments and Contingencies,” under the caption “Settlement Agreement and Related Costs” is incorporated herein by reference.

### ***Cryovac Transaction Commitments and Contingencies***

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 14, “Commitments and Contingencies,” under the caption “Discussion of Cryovac Transaction Commitments and Contingencies” is incorporated herein by reference.

### **Principal Sources of Liquidity**

We require cash to fund our operating expenses, capital expenditures, interest, taxes and dividend payments and to pay our debt obligations and other long-term liabilities as they come due. Our principal sources of liquidity are cash flows from operations, accumulated cash and amounts available under our existing lines of credit described below, including the credit facility, and our accounts receivable securitization programs.

We believe that our current liquidity position and future cash flows from operations will enable us to fund our operations, including all of the items mentioned above, and the cash payment under the Settlement agreement should it become payable within the next 12 months.

See Note 10, “Debt and Credit Facilities,” for further details.

### ***Cash and Cash Equivalents***

The following table summarizes our cash and cash equivalents.

	<u>March 31,</u> <u>2013</u>	<u>December 31,</u> <u>2012</u>
Cash and cash equivalents	\$ 625.8	\$ 679.6

See “Analysis of Historical Cash Flows” below.

Cash flow from operations has tended to be lower in the first quarter and higher in the fourth quarter, reflecting seasonality of sales and working capital changes, including the timing of certain annual incentive compensation payments and seasonal inventory builds.

### ***Lines of Credit***

There were no amounts outstanding under the credit facility at March 31, 2013 and December 31, 2012. See Note 10, “Debt and Credit Facilities,” for further details.

### ***Accounts Receivable Securitization Programs***

At March 31, 2013, we had \$152 million available under our programs, and we did not utilize our programs in 2013. See Note 8, “Accounts Receivable Securitization Program,” for further information.

### ***Covenants***

At March 31, 2013, we were in compliance with our financial covenants and limitations, as discussed in “Covenants” of Note 10, “Debt and Credit Facilities” and in Note 8, “Accounts Receivable Securitization Programs.”

### ***Debt Ratings***

Our cost of capital and ability to obtain external financing may be affected by our debt ratings, which the credit rating agencies review periodically. The table below details our credit ratings by rating agency.

	Moody's Investor Services	Standard & Poor's
Corporate Rating	Ba3	BB-
Senior Unsecured Rating	B1	BB-
Senior Secured Credit Facility Rating	Ba1	BB
Outlook	Stable	Stable

These credit ratings are considered to be below investment grade. If our credit ratings are downgraded, there could be a negative impact on our ability to access capital markets and borrowing costs could increase. A credit rating is not a recommendation to buy, sell or hold securities and may be subject to revision or withdrawal at any time by the rating organization. Each rating should be evaluated independently of any other rating.

### ***Analysis of Historical Cash Flows and Free Cash Flow***

The following table shows the changes in our consolidated cash flows.

	<u>March 31,</u>	
	<u>2013</u>	<u>2012</u>
Net cash used in operating activities from continuing operations	\$ (39.3)	\$ (93.2)
Net cash used in investing activities from continuing operations	(24.5)	(29.2)
Net cash used in financing activities from continuing operations	(29.0)	(61.6)

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### **Net Cash Used in Operating Activities from Continuing Operations**

#### **2013**

Net cash used in continuing operating activities in 2013 was primarily attributable to net earnings adjusted to reconcile to net cash provided by operating activities of \$96 million, which primarily included adjustments for depreciation and amortization, share-based incentive compensation expenses, profit sharing expenses, loss on debt redemption and deferred taxes. Net cash provided by changes in operating assets and liabilities resulted in a net cash use of \$135 million in 2013.

#### **2012**

Net cash used in continuing operating activities in 2012 was primarily attributable to net earnings adjusted to reconcile to net cash provided by operating activities of \$82 million, which primarily included adjustments for depreciation and amortization, share-based incentive compensation expenses, profit sharing expenses and deferred taxes. Net cash provided by changes in operating assets and liabilities resulted in a net cash use of \$175 million in 2012.

### **Net Cash Used in Investing Activities from Continuing Operations**

#### **2013**

Net cash used in investing activities from continuing operations in 2013 primarily consisted of capital expenditures related to capacity expansions to support the growth in net sales.

#### **2012**

Net cash used in investing activities from continuing operations in 2012 primarily consisted of capital expenditures of \$31 million primarily for the maintenance of property, plant and equipment, productivity improvements and capacity expansions to support the growth in net sales.

### **Net Cash Used in Financing Activities from Continuing Operations**

#### **2013**

Net cash used in financing activities was primarily due to the following:

- repurchase of \$400 million on 7.875% Senior Notes due June 2017 for \$431 million;
- prepayment of \$26 million on Term Loan A;
- prepayment of \$2 million on Term Loan B; and
- payment of \$25 million of quarterly dividends,

partially offset by issuance of \$425 million of 5.25% Senior Notes due April 2023 and short term borrowings of \$38 million.

#### **2012**

Net cash used in financing activities from continuing operations in 2012 was primarily due to the following:

- the cash payment of quarterly dividends of \$25 million; and
- prepayments of our long term loan installments of \$27 million.

### **Free Cash Flow**

In addition to net cash provided by operating activities, we use free cash flow as a useful measure of performance and as an indication of the strength and ability to generate cash. We define free cash flow as cash provided by operating activities less capital expenditures (which is classified as an investing activity). Free cash flow is not defined under U.S. GAAP. Therefore, it should not be considered a substitute for net income or cash flow data prepared in accordance with U.S. GAAP and may not be comparable to similarly titled measures used by other companies. It should not be inferred that the entire free cash flow amount is available for discretionary expenditures. Free cash flow does not represent residual cash available for discretionary expenditures, including mandatory debt servicing requirements or non-discretionary expenditures that are not deducted from this measure. The three months ended March 31 is typically our seasonal low point for free cash flow each year. Below find details of free cash flow for the three months ended March 31, 2013 and 2012.

	Three Months Ended		Change
	March 31,		
	2013	2012	
Net cash flow used in operating activities from continuing operations	\$ (39.3)	\$ (93.2)	\$ 53.9
Capital expenditures for property and equipment	(25.8)	(31.4)	5.6
Free cash flow	<u>\$ (65.1)</u>	<u>\$ (124.6)</u>	<u>\$ 59.5</u>

### **Changes in Working Capital**

	March 31, 2013	December 31, 2012	Decrease
Working capital (current assets less current liabilities)	\$ 762.9	\$ 888.8	\$(125.9)
Current ratio (current assets divided by current liabilities)	1.3x	1.4x	
Quick ratio (current assets, less inventories divided by current liabilities)	1.0x	1.1x	

The \$126 million, or 14%, decrease in working capital in the three months ended March 31, 2013 was primarily due to the classification of our 12% Senior Notes due 2014 to current portion of long-term debt from long-term debt, cash used to pay for non-current items, including \$53 million of cash used for the prepayments of our term loan installments, and net cash used for investing activities.

### **Changes in Stockholders' Equity**

The \$18 million, or 1%, decrease in stockholders' equity in the three months ended March 31, 2013 was primarily due to dividends paid and accrued on our common stock of \$25 million, partially offset by net earnings of \$3 million.

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### **Derivative Financial Instruments**

#### *Interest Rate Swaps*

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 11, "Derivatives and Hedging Activities," under the caption "Interest Rate Swaps" is incorporated herein by reference.

#### *Foreign Currency Forward Contracts*

At March 31, 2013, we were party to foreign currency forward contracts, which did not have a significant impact on our liquidity.

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 11, "Derivatives and Hedging Activities," is incorporated herein by reference.

For further discussion about these contracts and other financial instruments, see Part I, Item 3, "Quantitative and Qualitative Disclosures about Market Risk."

### **Critical Accounting Policies and Estimates**

There have been no material changes in our critical accounting policies and estimates from those disclosed in our 2012 Annual Report on Form 10-K. For a discussion of our critical accounting policies and estimates, refer to "Management's Discussion and Analysis of Financial Condition and Results of Operations—Critical Accounting Policies and Estimates" in Part II, Item 7 of our 2012 Annual Report on Form 10-K, which information is incorporated herein by reference.

### **Item 3. Quantitative and Qualitative Disclosures About Market Risk.**

We are exposed to market risk from changes in the conditions in the global financial markets, interest rates, foreign currency exchange rates and commodity prices and the creditworthiness of our customers and suppliers, which may adversely affect our consolidated financial condition and results of operations. We seek to minimize these risks through regular operating and financing activities and, when deemed appropriate, through the use of derivative financial instruments. We do not purchase, hold or sell derivative financial instruments for trading purposes.

#### **Interest Rates**

From time to time, we may use interest rate swaps, collars or options to manage our exposure to fluctuations in interest rates.

At March 31, 2013, we had no outstanding interest rate swaps, outstanding collars or options.

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 11, "Derivatives and Hedging Activities," under the caption "Interest Rate Swaps" is incorporated herein by reference.

The fair value of our fixed rate debt varies with changes in interest rates. Generally, the fair value of fixed rate debt will increase as interest rates fall and decrease as interest rates rise. A hypothetical 10% increase in interest rates would result in a decrease of \$114 million in the fair value of the total debt balance at March 31, 2013. These changes in the fair value of our fixed rate debt do not alter our obligations to repay the outstanding principal amount or any related interest of such debt. See Note 12, "Fair Value Measurements and Other Financial Instruments," for details of the methodology and inputs used to determine the fair value of our fixed rate debt.

#### **Foreign Exchange Rates**

##### *Operations*

As a large, global organization, we face exposure to changes in foreign currency exchange rates. These exposures may change over time as business practices evolve and could materially impact our consolidated financial condition and results of operations in the future. See our MD&A above for the impacts foreign currency translation had on our operations.

##### *Venezuela*

Economic events in Venezuela have exposed us to heightened levels of foreign currency exchange risk.

The potential future impact to our consolidated financial condition and results of operations for bolivar-denominated transactions will depend on our access to U.S. dollars and on the exchange rates in effect when we enter into, remeasure and settle transactions. Therefore, it is difficult to predict the future impact until each transaction settles at its applicable exchange rate or is remeasured into U.S. dollars.

For the three months ended March 31, 2013, less than 2% of our consolidated net sales and operating income were derived from our businesses in Venezuela. As of March 31, 2013, we had net assets of \$46 million in Venezuela, which primarily consisted of cash and cash equivalents of \$24 million. Also, as of March 31, 2013, our Venezuelan subsidiaries had a negative cumulative translation adjustment balance of \$46 million.

##### *Foreign Currency Forward Contracts*

We use foreign currency forward contracts to fix the amounts payable or receivable on some transactions denominated in foreign currencies. A hypothetical 10% adverse change in foreign exchange rates at March 31, 2013 would have caused us to pay approximately \$36 million to terminate these contracts. Based on our overall foreign exchange exposure, we estimate this change would not materially affect our financial position and liquidity. The effect on our results of operations would be substantially offset by the impact of the hedged items.

Our foreign currency forward contracts are described in Note 11, "Derivatives and Hedging Activities," which information is incorporated herein by reference.

We may use other derivative instruments from time to time, such as foreign exchange options to manage exposure to changes in foreign exchange rates and interest rate and currency swaps related to certain financing transactions. These instruments can potentially limit foreign exchange exposure and limit or adjust interest rate exposure by swapping borrowings denominated in one currency for borrowings denominated in another currency. At March 31, 2013, we had no foreign exchange options or interest rate and currency swap agreements outstanding.

### *Outstanding Debt*

Our outstanding debt is generally denominated in the functional currency of the borrower. We believe that this enables us to better match operating cash flows with debt service requirements and to better match the currency of assets and liabilities. The amount of outstanding debt denominated in a functional currency other than the U.S. dollar was \$444 million at March 31, 2013 and \$429 million at December 31, 2012.

### **Customer Credit**

We are exposed to credit risk from our customers. In the normal course of business we extend credit to our customers if they satisfy pre-defined credit criteria. We maintain an allowance for doubtful accounts for estimated losses resulting from the failure of our customers to make required payments. An additional allowance may be required if the financial condition of our customers deteriorates. The allowance for doubtful accounts is maintained at a level that management assesses to be appropriate to absorb estimated losses in the accounts receivable portfolio.

Our customers may default on their obligations to us due to bankruptcy, lack of liquidity, operational failure or other reasons. Our provision for bad debt expense was \$2 million in both the three months ended March 31, 2013 and March 31, 2012. The allowance for doubtful accounts was \$27 million at March 31, 2013 and \$26 million at December 31, 2012.



**Item 4. Controls and Procedures.**

**Disclosure Controls and Procedures**

We maintain disclosure controls and procedures, as defined in Rule 13a-15 under the Securities Exchange Act of 1934, as amended, that are designed to ensure that information required to be disclosed in our reports that we file or submit under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms and that our employees accumulate this information and communicate it to our management, including our Chief Executive Officer (our principal executive officer) and our Chief Financial Officer (our principal financial officer), as appropriate, to allow timely decisions regarding the required disclosure. In designing and evaluating the disclosure controls and procedures, our management recognizes that any controls and procedures, no matter how well designed and operated, can provide only "reasonable assurance" of achieving the desired control objectives, and management necessarily must apply its judgment in evaluating the cost-benefit relationship of possible controls and procedures.

**Evaluation of Disclosure Controls and Procedures**

As of the end of the period covered by this report, we carried out an evaluation of the effectiveness of the design and operation of our disclosure controls and procedures under Rule 13a-15. Our management, including our Chief Executive Officer and Chief Financial Officer, supervised and participated in this evaluation. Based upon that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective at the "reasonable assurance" level.

**Changes in Internal Control over Financial Reporting**

There has not been any change in our internal control over financial reporting during the three months ended March 31, 2013 that has materially affected, or is reasonably likely to materially affect, our internal control over financial reporting.

**PART II. OTHER INFORMATION**

**Item 1. Legal Proceedings.**

The information set forth in Item 1 of Part I of this Quarterly Report on Form 10-Q in Note 14, “Commitments and Contingencies,” which is incorporated herein by reference. See also Part I, Item 3, “Legal Proceedings,” of our Annual Report on Form 10-K, as subsequently updated by our Quarterly Reports on Form 10-Q for the fiscal year ended December 31, 2012 as well as the information incorporated by reference in that item.

We are also involved in various other legal actions incidental to our business. We believe, after consulting with counsel, that the disposition of these other legal proceedings and matters will not have a material effect on our consolidated financial condition or results of operations.

**Item 1A. Risk Factors.**

See Part I, Item 1A, “Risk Factors,” of our Annual Report on Form 10-K for the fiscal year ended December 31, 2012. Except as required by the federal securities law, we undertake no obligation to update or revise any risk factor, whether as a result of new information, future events or otherwise.

**Item 2. Unregistered Sales of Equity Securities and Use of Proceeds.**

(a) In February 2013, we transferred 857,754 shares of our common stock, par value \$0.10 per share, to our profit-sharing plan for our 2012 contribution to the plan. The issuance of such shares to the plan was not registered under the Securities Act of 1933, as amended, because such transaction did not involve an “offer” or “sale” of securities under Section 2(a)(3) of the Securities Act.

(b) Issuer Purchases of Equity Securities

The table below sets forth the total number of shares of our common stock, par value \$0.10 per share, that we repurchased in each month of the quarter ended March 31, 2013, the average price paid per share and the maximum number of shares that may yet be purchased under our publicly announced plans or programs.

<u>Period</u>	<u>Total Number of Shares Purchased (1)</u> (a)	<u>Average Price Paid Per Share</u> (b)	<u>Total Number of Share Purchased As Part of Publicly Announced Plans or Programs</u> (c)	<u>Maximum Number of Shares that May Yet Be Purchased Under the Plans or Programs</u> (d)
Balance as of December 31, 2012				15,546,142
January 1, 2013 through January 31, 2013	—	\$ —	—	15,546,142
February 1, 2013 through February 28, 2012	187,714	—	—	15,546,142
March 1, 2013 through March 31, 2013	21,494	—	—	15,546,142
<b>Total</b>	<b>209,208</b>			<b>15,546,142</b>

(1) We did not purchase any shares during the quarter ended March 31, 2013 pursuant to our publicly announced program (described below). We did acquire shares by means of (a) shares withheld from awards under our 2005 contingent stock plan pursuant to the provision thereof that permits tax withholding obligations or other legally required charges to be satisfied by having us withhold shares from an award under that plan and (b) shares reacquired pursuant to the forfeiture provision of our 2005 contingent stock plan. (See table below.) We report price calculations in column (b) in the table above only for shares purchased as part of our publicly announced program, when applicable, including commissions. For shares withheld for tax withholding obligations or other legally required charges, we withhold shares at a price equal to their fair market value. We do not make payments for shares reacquired by the Company pursuant to the forfeiture provision of the 2005 contingent stock plan as those shares are simply forfeited.

<u>Period</u>	<u>Shares withheld for tax obligations and charges</u> (a)	<u>Average withholding price for shares in column “a”</u> (b)	<u>Forfeitures under 2005 Contingent Stock Plan</u> (c)	<u>Total</u> (d)
January 2013	—	\$ —	—	—
February 2013	181,564	18.86	6,150	187,714
March 2013	21,494	—	—	21,494
<b>Total</b>	<b>203,058</b>		<b>6,150</b>	<b>209,208</b>

On August 9, 2007, we announced that our Board of Directors had approved a share repurchase program authorizing us to repurchase in the aggregate up to 20 million shares of our issued and outstanding common stock. This program has no set expiration date. This program replaced our prior share repurchase program, which we terminated at that time.

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### **Item 6. Exhibits.**

<u>Exhibit Number</u>	<u>Description</u>
3.1	Unofficial Composite Amended and Restated Certificate of Incorporation of the Company as currently in effect. (Exhibit 3.1 to the Company's Registration Statement on Form S-3, Registration No. 333-108544, is incorporated herein by reference.)
3.2	Amended and Restated By-Laws of the Company as currently in effect. (Exhibit 3.2 to the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2012, File No. 1-12139, is incorporated herein by reference.)
4.1	Indenture, dated as of March 21, 2013, by and among Sealed Air Corporation, Guarantors party thereto and U.S. Bank National Association. (Exhibit 4.1 to the Company's Current Report on Form 8-K, Date of Report March 21, 2013, File No. 1-12139, is incorporated herein by reference.)
4.2	Form of 5.25% senior note due 2023. (Exhibit 4.2 to the Company's Current Report on Form 8-K, Date of Report March 21, 2013, File No. 1-12139, is incorporated herein by reference.)
4.3	Supplemental Indenture, dated as of March 20, 2013, by and among Sealed Air Corporation, Guarantors party thereto and U.S. Bank National Association. (Exhibit 4.3 to the Company's Current Report on Form 8-K, Date of Report March 21, 2013, File No. 1-12139, is incorporated herein by reference.)
10.1	Form of Sealed Air Corporation Performance Share Units Award Grant 2013-2015.*
10.2	Employment Agreement, dated December 1, 2010, between Yagmur Sagnak and the Company.*
31.1	Certification of Jerome A. Peribere pursuant to Rule 13a-14(a), dated May 8, 2013.
31.2	Certification of Carol P. Lowe pursuant to Rule 13a-14(a), dated May 8, 2013.
32	Certification of Jerome A. Peribere and Carol P. Lowe, pursuant to 18 U.S.C. § 1350, dated May 8, 2013.
101.INS	XBRL Instance Document
101.SCH	XBRL Taxonomy Extension Schema
101.CAL	XBRL Taxonomy Extension Calculation Linkbase
101.LAB	XBRL Taxonomy Extension Label Linkbase
101.PRE	XBRL Taxonomy Extension Presentation Linkbase
101.DEF	XBRL Taxonomy Extension Definition Linkbase

In accordance with Rule 406T of Regulation S-T, the XBRL related information in Exhibit 101 shall not be deemed to be "filed" for purposes of Section 18 of the Exchange Act, or otherwise subject to the liability of that section, and shall not be deemed to be "filed" or part of any registration statement or other document filed for purposes of Sections 11 or 12 of the Securities Act or the Exchange Act, except as shall be expressly set forth by specific reference in such filing.

\* Compensatory plan or arrangement of management required to be filed as an exhibit to this report on Form 10-Q

**SIGNATURE**

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.

Sealed Air Corporation

Date: May 8, 2013

By: /s/ William G. Stiehl

William G. Stiehl

*Controller (Duly Authorized Executive Officer and Principal Accounting Officer)*

**SEALED AIR CORPORATION PERFORMANCE SHARE UNITS  
AWARD GRANT  
2013-2015**

**THIS DOCUMENT CONSTITUTES PART OF A PROSPECTUS COVERING  
SECURITIES THAT HAVE BEEN REGISTERED UNDER THE SECURITIES ACT OF 1933.**

**Name:**

**Performance Period:** January 1, 2013 through December 31, 2015

**Grant Date:** February 14, 2013

**TARGET AWARD**

You have been granted by Sealed Air Corporation (the “Company”) a target Performance Share Units award under the Company’s 2005 Contingent Stock Plan for the three-year performance period 2013 through 2015, comprised of the following:

Target Performance Share Units:                      units

Each Performance Share Unit (a “Unit”) will be equivalent to one share of Sealed Air Corporation common stock.

Your award is subject to the terms and conditions of the Performance Share Units Program and the Company’s 2005 Contingent Stock Plan (collectively, the “Plan Documents”). If this award agreement varies from the terms of the Plan Documents, the Plan Documents will control. A copy of the Performance Share Units Program is attached as Appendix A. The 2005 Contingent Stock Plan is included as an attachment to “Information for Recipients of Performance Share Unit Awards Under the 2005 Contingent Stock Plan of Sealed Air Corporation.” Unless otherwise defined herein, all capitalized terms have the meanings ascribed to them in the Plan Documents.

**PERFORMANCE GOALS**

The number of Units you earn will depend on the performance of the Company relative to certain performance goals for the three-year performance cycle from January 1, 2013 through December 31, 2015 (the “Performance Period”). The performance goals and their relative weightings are attached as Appendix B hereto.

The determination of whether the performance goals have been met will be made by the Organization and Compensation Committee of the Company’s Board of Directors following the end of the Performance Period.

## **OTHER IMPORTANT INFORMATION**

- Units earned will receive dividend equivalents paid in cash (without interest) based on the dividend rates in effect during the Performance Period applied to the number of Units you earn, which will be subject to the performance goals and vesting provisions described above.
- You will not earn any Units if the Company's performance during the Performance Period is below threshold performance for all metrics as set forth on Appendix B.
- If actual performance equals or exceeds threshold performance, the number of Units earned will be based on attainment against the performance goals as set forth on Appendix B.
- In order to receive any Units, you must remain employed with the Company through December 31, 2015, except in the case of death, disability or retirement as discussed below. If you terminate employment prior to December 31, 2015 for reasons other than death, disability or retirement, you will forfeit all Units. Other special rules apply in case of termination of employment following a Change in Control, as described below.
- Units earned at the end of the Performance Period, if any, will be paid in actual shares of Company common stock, less the number of shares that may be withheld to satisfy applicable withholding taxes. Shares in settlement for any Units earned will be issued on or before March 15, 2016. Cash dividend equivalents accrued on the earned Units will be paid in cash on or about the same time.
- If your employment terminates due to your death or Disability (as defined in the 2005 Contingent Stock Plan) or you retire (as defined below) during the Performance Period, you (or your estate, in the event of your death) will receive a pro rata payout following the end of the Performance Period, based upon the portion of the Performance Period during which you were employed. The actual payout will not occur until after the end of the Performance Period, at which time the performance and achievements during the Performance Period will be used to determine the number of Units that you would have earned if you had remained employed for the entire Performance Period prior to applying the pro rata factor. Any payout to you in case of termination of employment during the Performance Period due to death, Disability or retirement will be made at approximately the same time as payouts are made to Participants who are still employed by the Company. You are considered to have retired if your employment with the Company terminates when you have at least 5 years of service and your combined age and years of service equal at least 70, but excluding termination of employment due to your death or Disability or termination of employment by the Company for cause. "Cause" for this purpose means any of the following as determined by the Company: (i) an act of gross negligence or willful misconduct significantly injurious to the Company or any subsidiary, (ii) gross dereliction of duties after notice to you and failure to correct the deficiencies within a thirty (30) day period thereafter, or (iii) fraud in your capacity as an employee.
- There is no automatic vesting of your Units upon a "Change in Control" (as defined in the 2005 Contingent Stock Plan). However, the 2005 Contingent Stock Plan provides for pro

rata vesting of your Units if within two years following the Change in Control your employment is terminated either by the Company without Cause or by you for "Good Reason" (also as defined in the 2005 Contingent Stock Plan).

- The Organization and Compensation Committee retains the right in extraordinary circumstances to reduce any award which would otherwise be payable, unless there has been a Change in Control, as defined in the 2005 Contingent Stock Plan.
- This award is subject to the Company's Policy on Recoupment of Incentive Compensation, a current copy of which is attached as Appendix C.
- **By accepting this award, you acknowledge and agree that this award is subject to the provisions regarding data privacy and additional acknowledgments set forth in Appendix D. Please review the provisions of Appendix D carefully, as this award will be null and void absent your acceptance of such provisions. The Company reserves the right to impose other requirements on the award to the extent the Company determines it is necessary or advisable in order to comply with local law or facilitate the administration of the award and to require you to sign any additional agreements or undertakings that may be necessary to accomplish the foregoing.**
- **By accepting this award, you acknowledge and agree that you accept your current position, compensation package and other terms of employment.**
- **The validity, construction and effect of this award agreement (including all appendices) and the Plan Documents are governed by, and subject to, the laws of the State of Delaware and the laws of the United States, as provided in the 2005 Contingent Stock Plan. For purposes of litigating any dispute that arises directly or indirectly from the relationship of the parties evidenced by this grant or this award agreement, the parties hereby submit to and consent to the exclusive jurisdiction of the State of New Jersey and agree that such litigation shall be conducted solely in the courts of Bergen County, New Jersey or the federal courts for the United States for the District of New Jersey, where this grant is made and/or to be performed, and no other courts.**

**FOR MORE INFORMATION.**

If you have any questions about your award or Units or need additional information, contact Guy Chayoun at 201-703-4184.

IN WITNESS WHEREOF, the Company has caused this Award Grant to be executed by its duly authorized officer, and you have hereunto set your hand, effective as of the Grant Date stated above.

SEALED AIR CORPORATION

EMPLOYEE

By: \_\_\_\_\_

\_\_\_\_\_

Name:

Title:

**SEALED AIR CORPORATION  
PERFORMANCE SHARE UNITS PROGRAM**

**PURPOSE**

The Sealed Air Corporation Performance Share Units Program (the "Program") has been established effective as of January 1, 2008 (the "Effective Date") to provide long-term incentive compensation to key employees who are in a position to influence the performance of Sealed Air Corporation and its subsidiaries (the "Company"), and thereby enhance shareholder value over time. The Program provides a significant additional financial opportunity and complements other parts of the Company's total compensation program for key employees (base salary, annual incentive plan, and benefits).

**ELIGIBILITY AND PERFORMANCE PERIODS**

The Committee (as defined in the "Program Administration" section of the Program) will determine which employees of the Company are eligible to participate in the Program from time to time. Participants will be selected within 90 days after the beginning of each multi-year performance cycle ("Performance Period"). Each Performance Period will be of two or more years duration as determined by the Committee and will commence on January 1 of the first year of the Performance Period. A new Performance Period will commence each year unless the Committee determines otherwise.

**TARGET AWARDS**

At the time a Participant is selected for participation in the Program for a Performance Period, the Committee will assign the Participant a Performance Share Units Target Award to be earned if the Company's target performance levels are met for the Performance Period (the "Target Award"). The Target Award will be expressed as a number of Performance Share Units under the Company's 2005 Contingent Stock Plan and will be evidenced by a Performance Share Units award grant consistent with the provisions of the 2005 Contingent Stock Plan.

**MAXIMUM AND THRESHOLD AWARDS**

At the time a Participant is selected for participation in the Program for a Performance Period, the Participant will be assigned maximum and threshold award levels, expressed as a percentage of the Target Award. Maximum award level represents the maximum percentage of the Target Award that may be paid to a Participant for a Performance Period based on performance above target performance levels. Threshold award level represents the minimum percentage of the Target Award that may be paid to a Participant for a Performance Period based on performance below target performance levels. Performance below the threshold performance award level will earn no incentive payments.

Any award of Performance Shares hereunder shall be subject to the individual award limit applicable under the 2005 Contingent Stock Plan.



**PERFORMANCE MEASURES**

Performance measures that may be used under the Program will be those “Performance Measures” defined in the 2005 Contingent Stock Plan.

**PERFORMANCE GOALS**

The Committee will designate, within 90 days of the beginning of each Performance Period:

- The performance measures and calculation methods to be used for the Performance Period;
- A schedule for each performance measure relating achievement levels for the performance measure to incentive award levels as a percentage of Participants’ Target Awards; and
- The relative weightings of the performance measures for the Performance Period.

The performance goals established by the Committee for a Performance Period are intended to satisfy the “objective compensation formula” requirements of Treasury Regulations Section 1.162-27(e)(2).

**PERFORMANCE CERTIFICATION**

As soon as practicable following the end of each Performance Period and prior to any award payments for the Performance Period, the Committee will certify the Company’s performance with respect to each performance measure used for that Performance Period.

**AWARD CALCULATION AND PAYMENT**

For each Performance Period, individual incentive awards will be calculated and paid to each Participant who is still employed with the Company (subject to the special provisions below for employees who terminate employment due to death, disability or retirement) as soon as practicable following the Committee’s certification of performance for the Performance Period. The amount of a Participant’s incentive award to be paid based on each individual performance measure will be calculated based on the following formula:

Participant’s Target Award	X	Percentage of target award to be paid based on performance measure results	X	Relative weighting of performance measure	=	Amount of incentive award based on performance measure results
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The incentive amounts to be paid to the Participant based on each performance measure will be summed to arrive at the Participant’s total incentive award payment for the Performance Period.

Payments from the Program to a Participant, if any, will be made in the form of one share of the Company's common stock for each Unit earned (rounded up to the nearest whole share if such calculation otherwise would result in issuance of a fractional share). A Participant receiving an award under the Program will also receive a cash payment equal to the dividends that would have been paid during the Performance Period on the Units earned by the Participant had the Units been actual shares of Company common stock.

#### **TERMINATION OF EMPLOYMENT DUE TO DEATH, DISABILITY, RETIREMENT**

If a Participant's employment terminates due to the Participant's death or disability (as defined in the 2005 Contingent Stock Plan) or retirement (as defined below) during the Performance Period, the Participant (or the Participant's estate, in the event of the Participant's death) will receive a pro rata payout following the end of the Performance Period, based upon the portion of the Performance Period during which the Participant was employed. The actual payout will not occur until after the end of the Performance Period, at which time the performance and achievements during the Performance Period will be used to determine the number of Units that the Participant would have earned if the Participant had remained employed for the entire Performance Period prior to applying the pro rata factor. Payouts to Participants whose employment terminates during the Performance Period due to death, disability or retirement will be made at approximately the same time as payouts are made to Participants who are still employed by the Company. A Participant is considered to have retired if the Participant's employment with the Company terminates when the Participant has at least 5 years of service and the Participant's combined age and years of service equals at least 70, but excluding termination of employment due to the Participant's death or disability or termination of employment by the Company for cause. "Cause" for this purpose means any of the following as determined by the Company: (i) an act of gross negligence or willful misconduct significantly injurious to the Company or any subsidiary, (ii) gross dereliction of duties after notice to the Participant and failure to correct the deficiencies within a thirty (30) day period thereafter, or (iii) fraud in the Participant's capacity as an employee.

#### **OTHER TERMINATION OF EMPLOYMENT**

If a Participant's employment terminates prior to the end of a Performance Period for any reason (whether voluntary or involuntary) other than death, disability or retirement, the Participant will forfeit all rights to compensation under the Program, except for any special provisions under the 2005 Contingent Stock Plan in connection with certain terminations of employment following a Change in Control or unless the Committee determines otherwise.

#### **NEW HIRES OR PROMOTIONS INTO ELIGIBLE POSITIONS**

Participants will become eligible for participation in the Program at their new position level beginning with the Performance Period which begins on the January 1 immediately following their hire or promotion date. No new performance awards or adjustments to awards for Performance Periods that commenced prior to a Participant's hire or promotion date will be made unless the Committee determines otherwise.

## **IMPACT OF A CHANGE IN CONTROL**

Any special vesting or payment rules with respect to awards under the Program in connection with a Change in Control will be determined under the provisions of the 2005 Contingent Stock Plan.

## **PROGRAM ADMINISTRATION**

The Program will be administered by the Organization and Compensation Committee of the Company's Board of Directors in accordance with the terms of the 2005 Contingent Stock Plan.

## **MISCELLANEOUS**

(i) Amendment and Termination. The Committee may amend, modify, or terminate the Program at any time, provided that no amendment, modification or termination of the Program shall reduce the amount payable to a Participant under the Program as of the date of such amendment, modification or termination.

(ii) Incorporation of 2005 Contingent Stock Plan. The terms and provisions of the 2005 Contingent Stock Plan are incorporated herein by reference. In case of any conflict between this Program and the 2005 Contingent Stock Plan, the 2005 Contingent Stock Plan will control.

(iii) Coordination With Other Company Benefit Plans. Payments under the Program will be taken into account for purposes of the Company's employee benefit plans and programs only to the extent provided under the terms of such plans and programs.

(iv) Participant's Rights. A Participant's rights and interests under the Program may not be assigned or transferred by the Participant. To the extent the Participant acquires a right to receive payments from the Company under the Program, such right shall be no greater than the right of any unsecured general creditor of the Company. Nothing contained herein shall be deemed to create a trust of any kind or any fiduciary relationship between the Company and the Participant. Designation as a Participant in the Program for a Performance Period shall not entitle or be deemed to entitle the Participant to be designated as a Participant for any subsequent Performance Periods or to continued employment with the Company.

## APPENDIX B

Name:

Target Award: Performance Share Units

Performance Goals Summary (details below):

Goal Achievement	Metrics			
	TSR (weighted 35%)		Cons. Adj. EBITDA Margin (weighted 65%)	
	Result	% earned	Result	% earned
Below Threshold	< 25 <sup>th</sup> percentile	0%	<13.5%	0%
Threshold	25 <sup>th</sup> percentile	25%	13.5%	50%
Target	50 <sup>th</sup> percentile	100%	14.0%	100%
Maximum*	75 <sup>th</sup> percentile	200%	14.5%	200%

\* Subject to the maximum under section 3 of the 2005 Contingent Stock Plan as currently in effect.

**Performance Goals:** The percentage of the Target Award that will be earned will be based on the results of two performance metrics over the three year period. The performance metrics are:

- Total Shareholder Return (TSR), weighted 35%
- Consolidated Adjusted EBITDA Margin, weighted 65%

Each metric will be calculated separately based on the targets set forth below. The results of each metric will determine the number of shares earned for that metric. The total award will be the addition of the total number of shares earned for each of the two performance metrics.

### Total Shareholder Return (TSR):

The total shareholder return metric measures the percent change in share price from the beginning of the performance period to the end of the performance period and assumes immediate reinvestment of dividends when declared at the closing share price on the date declared.

The beginning share price will be calculated as an average of 31 data points: the closing share price on January 2, 2013 and the closing share price +/- 15 trading days from January 2, 2013. The ending share price will be calculated as an average of 31 data points: the closing share price on December 31, 2015 and the closing share price +/- 15 trading days from December 31, 2015.

The performance of this metric will be assessed in comparison of the percentile rank to the approved peer group of companies (listed at the end of this Appendix B). The lowest ranked company will be the 0<sup>th</sup> rank, the middle ranked company will be the 50<sup>th</sup> percentile rank and the top ranked company will be the 100<sup>th</sup> percentile rank. If a company is acquired or otherwise is no longer publicly traded and their share price no longer available, they will be excluded from the peer group.

The three year relative TSR percentile rank at threshold, target and maximum for the performance period follows:

<u>Achievement</u>	<u>TSR Percentile Rank</u>	<u>% of Target Earned</u>
Below Threshold	Below 25 <sup>th</sup> percentile	0%
Threshold	25 <sup>th</sup> percentile	25%
Target	50 <sup>th</sup> percentile	100%
Maximum	75 <sup>th</sup> percentile and above	200%

Award levels based on three year relative TSR percentile rank between any two of these levels would be based on a pro-rata calculation of the number of shares earned, except that no shares for this metric will be earned for three year relative TSR percentile rank below 25<sup>th</sup> percentile.

**Consolidated Adjusted EBITDA Margin:**

The Consolidated Adjusted EBITDA Margin metric measures 2015 Consolidated Adjusted EBITDA as a percentage of 2015 Net Sales. For this purpose, (i) “2015 Consolidated Adjusted EBITDA” is the Company’s earnings before interest, taxes, depreciation and amortization for calendar year 2015, derived from the Company’s U.S. GAAP net earnings and adjusted as provided below; and (ii) “2015 Net Sales” is the Company’s “net sales” for 2015 as reported in the Company’s Annual Report on Form 10-K for 2015.

2015 Consolidated Adjusted EBITDA Margin at threshold, target and maximum for the performance period, subject to the exclusions set forth below, follows:

<u>Achievement</u>	<u>2015 Consolidated Adjusted EBITDA Margin</u>	<u>% of Target Earned</u>
Below Threshold	Less than 13.5%	0%
Threshold	13.5%	50%
Target	14.0%	100%
Maximum	14.5% and above	200%

Award levels based on 2015 Consolidated Adjusted EBITDA Margin between any two of these levels would be based on a pro-rata calculation of the number of shares earned, except that no shares for this metric will be earned for 2015 Consolidated Adjusted EBITDA Margin below 13.5%.

Exclusions for calculation of 2015 Consolidated Adjusted EBITDA Margin:

- a. All restructuring charges reported or accounted for in the 2013 through 2015 consolidated financial statements as “restructuring charges”, and restructuring programs (including all unbudgeted charges, all restructuring related expense such as termination benefits and equipment relocation and if approved by the Board of Directors no later than December 31, 2015. This exclusion shall include all restructuring charges approved by the Board of Directors before 2015 that are recorded during 2015. For any restructuring programs approved during 2013 through 2015 for which charges have been excluded, any expense estimate accruals that are reversed once actual expenses are known related to such programs will also be excluded.

- b. All charges related to impairment of goodwill and intangibles in the calculation of operating expense or operating profit.
- c. All expenses (including litigation-related costs and expenses), liabilities and accruals related to or arising from: (i) any liabilities that W.R. Grace & Co. or any of its subsidiaries had agreed to assume or as to which any of them indemnified the Corporation or any of its subsidiaries under any of the agreements entered into in connection with the Cryovac Transaction (as defined in the Corporation's Financial Statements included in the Corporation's Quarterly Report on Form 10-Q for the quarter ended September 30, 2002); (ii) any claim or lawsuit alleging that the Corporation or any of its subsidiaries is or may be liable for any liabilities of W.R. Grace & Co., Fresenius Medical Care Holdings, Inc., or any of their respective affiliates under any legal theory, including without limitation any claim based on fraudulent transfer, fraudulent conveyance, successor liability or contractual obligation; (iii) any costs incurred to settle the aforementioned liabilities, claims and lawsuits; (iv) any payment that the Corporation or any of its subsidiaries may be required to make to any trust fund established under federal law providing for the resolution of claims for bodily injury caused by asbestos exposure.
- d. All expenses related to capital markets transactions authorized by the Board of Directors. Such transactions will include the repurchase of bonds and stocks to the extent included in the calculation of operating expense or operating profit.
- e. The effect (including related expenses) of any acquisition or disposition transactions, whether or not closed during 2013 through 2015, provided that, as to transactions closed during 2013 through 2015 that were large enough to require Board of Directors approval, the Board of Directors has approved such transactions. However, the effect of any acquisition or disposition that closed prior to 2013 shall not be excluded.
- f. The effect of any accounting changes implemented during 2013 through 2015, such as IFRS or the discontinuance of the Last-in, First-out (LIFO) method for calculating the value of inventory in the United States.

**Fractional Shares:**

Fractional shares earned based on the Total Shareholder Return goal and the Consolidated Adjusted EBITDA Margin goal will be rounded up to the nearest whole share. No fractional shares will be issued.

**Discretion:**

Regardless of any provision of the 2005 Contingent Stock Plan to the contrary, the Organization and Compensation Committee will not exercise its discretion to adjust any award downward below the amount that would otherwise be payable except in extraordinary circumstances.

**Peer Group (for TSR):**

Agrium Inc.  
Air Products & Chemicals, Inc.  
Ashland Inc.  
Avery Dennison Corporation  
Ball Corporation  
Bemis Company, Inc.  
Celanese Corporation  
Crown Holdings, Inc.  
Eastman Chemical Company  
Ecolab Inc.

Huntsman Corporation  
MeadWestvaco Corporation  
Monsanto Company  
The Mosaic Company  
Owens-Illinois, Inc.  
PPG Industries, Inc.  
Praxair, Inc.  
The Sherwin-Williams Company  
Sonoco Products Co.

SEALED AIR CORPORATION

POLICY ON RECOUPMENT OF INCENTIVE COMPENSATION  
FROM EXECUTIVES IN THE EVENT OF CERTAIN RESTATEMENTS  
As amended for performance periods beginning on or after January 1, 2010

The Organization and Compensation Committee of the Board of Directors has approved the policy that the Company will, to the extent permitted by governing law, require reimbursement to the Company of all or a portion of any annual incentive compensation (whether payable in cash or by an award under the 2005 Contingent Stock Plan) and any Performance Share Units awards under the 2005 Contingent Stock Plan awarded to any executive officer of the Company or to the leader of any business unit or function of the Company for performance periods beginning on or after January 1, 2010, where:

- (a) the payment or award was predicated upon the achievement of certain financial results that were subsequently the subject of a restatement due to error or misconduct (regardless of the executive officer's or leader's responsibility for such error or misconduct), and
- (b) either no payment or award, or a lower payment or award, would have been made to the officer or leader based upon the restated results.

In each case, upon a determination to seek recovery by the Board of Directors, the Company will, to the extent practicable, seek to recover the amount by which the officer's or leader's annual incentive compensation and/or Performance Share Units award for the relevant period exceeded the lower amount that would have been paid or awarded (or the entire amount, if nothing would have been paid or awarded). This may include the cancellation of all or a portion of unvested awards or unpaid awards (or a delay in payment of any such awards while financial results are under review by the Company).

In addition, any person who is subject to forfeiture of compensation or profits from the sale of the Company's securities under Section 304 of the Sarbanes-Oxley Act of 2002 shall reimburse the Company the amount of such compensation and profits.

In addition to these reimbursements, the Company may take any other actions that it deems appropriate to remedy any fraud or misconduct related to the restatement based on a consideration of the relevant facts and circumstances. These remedies would be in addition to any actions imposed by law enforcement agencies, regulators, or other authorities.

2/18/2010



## APPENDIX D

### 1. DATA PRIVACY

*By accepting the this award, you hereby explicitly and unambiguously consent to the collection, use and transfer, in electronic or other form, of your personal data as described in this document by and among, as applicable, your employer and the Company and its Subsidiaries for the exclusive purpose of implementing, administering and managing the Units.*

*You understand that the Company and your employer hold certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, social insurance number or other identification number, salary, nationality, job title, any shares of stock or directorships held in the Company, details of any entitlement to shares of stock or equivalent benefits awarded, canceled, vested, unvested or outstanding in your favor ("Data"), for the purpose of implementing, administering and managing the Units. You understand that Data may be transferred to any third parties assisting in the implementation, administration and management of the Units, that these recipients may be located in your country or elsewhere, and that the recipient's country may have different data privacy laws and protections from your country. You understand that you may request a list with the names and addresses of any potential recipients of the Data by contacting your local human resources representative. You authorize the recipients to receive, possess, use, retain and transfer the Data, in electronic or other form, for the purposes of implementing, administering and managing the Units. You understand that Data will be held only as long as is necessary to implement, administer and manage the Units. You understand that you may, at any time, view Data, request additional information about the storage and processing of Data, require any necessary amendments to Data or refuse or withdraw the consents herein, in any case without cost, by contacting in writing your local human resources representative. Further, you understand that you are providing the consents herein on a purely voluntary basis. If you do not consent, or if you later seek to revoke your consent, your employment status or service and career with your employer will not be adversely affected; the only adverse consequence of refusing or withdrawing your consent is that the Company would not be able to grant you Units or other awards or administer or maintain such awards. Therefore, you understand that refusing or withdrawing your consent may affect your ability to benefit from the Units. For more information on the consequences of your refusal to consent or withdrawal of consent, you understand that you may contact your local human resources representative.*

### 2. ADDITIONAL ACKNOWLEDGEMENTS

By entering into this award agreement and accepting the grant of Units evidenced hereby, you acknowledge, understand and agree that:

(a) the Units are granted voluntarily by the Company, are discretionary in nature and may be modified, suspended or terminated by the Company at any time;

(b) the grant of Units is voluntary and occasional and does not create any contractual or other right to receive future awards of Units or benefits in lieu of Units, even if such awards have been awarded in the past;

(c) all decisions with respect to future awards, if any, will be at the sole discretion of the Company;

(d) the grant of Units shall not create a right to further employment with your employer and shall not interfere with the ability of your employer to terminate your employment relationship at any time, with or without Cause;

(e) you are voluntarily accepting the grant of Units;

(f) the Units and any payment made pursuant to the Units are not part of normal or expected compensation or salary for any purposes, including, but not limited to, calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, long-service awards, pension or retirement benefits or welfare benefits or similar payments, and in no event should be considered as compensation for, or in any way relating to, past services for the Company or any of its Subsidiaries;

(g) in accepting the grant of Units, you expressly recognize that the Units are an award made solely by the Company, with principal offices at 200 Riverfront Boulevard, Elmwood Park, New Jersey, U.S.A.; the Company is solely responsible for the administration of the Plan Documents and your participation in the Plan Documents; in the event that you are an employee of a Subsidiary, the Units and your participation in the Plan Documents will not be interpreted to form an employment contract or relationship with the Company; furthermore, the Units will not be interpreted to form an employment contract with any Subsidiary;

(h) the future value of the Company shares which may be delivered in settlement of the Units (to the extent earned) is unknown and cannot be predicted with certainty;

(i) no claim or entitlement to compensation or damages shall arise from forfeiture of the Units resulting from failure to achieve performance goals as set forth in Appendix B, termination of your employment by the Company or your employer (for any reason whatsoever and regardless of whether or not such termination is later found to be invalid or in breach of the employment laws in the jurisdiction where you are employed or the terms of your employment agreement, if any) or recoupment of all or any portion of any payment made pursuant to the Units as provided by the Company's Policy on Recoupment of Incentive Compensation (current policy set forth in Appendix C) and, in consideration of the grant of the Units to which you are not otherwise entitled, you irrevocably agree never to institute any claim against the Company or your employer, waive your ability, if any, to bring any such claim, and release the Company and your employer from any such claim; if, notwithstanding the foregoing, any such claim is allowed by a court of competent jurisdiction, then, by participating in the 2005 Contingent Stock Plan, you shall be deemed irrevocably to have agreed not to pursue such claim, and you agree to execute any and all documents necessary to request dismissal or withdrawal of such claim;

(j) for purposes of the Units, your employment will be considered terminated as of the date you are no longer actively employed and providing services to the Company or one of its Subsidiaries, and your right, if any, to earn and be paid any portion of the Units (and any related dividend equivalents) pursuant to this award agreement after such termination of employment (for any reason whatsoever and regardless of whether or not such termination is later found to be invalid or in breach of the employment laws in the jurisdiction where you are employed or the terms of your employment agreement, if any) will be measured by the date you cease to be actively employed and will not be extended by any notice period mandated under local law (e.g., active employment would not include a period of “garden leave” or similar period mandated under the employment laws in the jurisdiction where you are employed or the terms of your employment agreement, if any); the Company, in its sole discretion, shall determine when you are no longer actively employed for purposes of the Units (including whether you may still be considered actively employed while on an approved leave of absence);

(k) you are solely responsible for investigating and complying with any exchange control laws applicable to you in connection with any payment made pursuant to Units and/or the payment of cash dividend equivalents, if any;

(l) unless otherwise provided in the Plan Documents or by the Company in its discretion, the Units and the benefits evidenced by this award agreement do not create any entitlement to have the Units or any such benefits transferred to, or assumed by, another company nor to be exchanged, cashed out or substituted for, in connection with any corporate transaction affecting the Company’s common stock;

(m) neither your employer, the Company nor any of its Subsidiaries shall be liable for any foreign exchange rate fluctuation between your local currency and the United States Dollar that may affect the value of the Units or any payment made pursuant to the Units; and

(n) the Company is not providing any tax, legal, or financial advice, nor is the Company making any recommendations regarding the Units. You are hereby advised to consult with your personal tax, legal and financial advisors regarding the Units before taking any action in relation thereto.

### **3. LANGUAGE**

If you have received this award agreement or any other document related to the Plan Documents translated into a language other than English and if the meaning of the translated version differs from the English version, the English version shall control.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”), made and entered into this 1<sup>st</sup> day of December, 2010, by and between Diversey, Inc., a Delaware corporation (“Diversey”) and Yagmur Sagnak (“Employee”).

Diversey wishes to continue to employ the Employee subject to the terms and conditions set forth below.

In consideration of the mutual promises and agreements set forth below, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

**ARTICLE I**  
**Employment**

**1.1 Conditions of Employment.** Diversey’s offer of employment to Employee is contingent upon satisfaction of the following conditions: (1) Employee’s successful completion of a drug screening test and background check, and (2) Employee’s execution of the Confidentiality Agreement, Non-Competition Agreement, and Trade Secret, Invention, and Copyright Agreement attached hereto as Exhibit A. Employee’s failure to satisfy each of the foregoing conditions shall be grounds for termination for Cause (as defined in Section 3.2 hereof).

**1.2 Position and Responsibilities.** During the Term (as defined in Section 1.3 hereof) and subject to the terms and conditions of this Agreement, Diversey agrees to employ Employee, and Employee agrees to serve as President, APAT of Diversey. In such capacity Employee will report to the President and Chief Executive Officer (“President and CEO”) of Diversey, and be responsible for the typical management responsibilities expected of an individual holding such a position and such other duties and responsibilities consistent with such position as may be assigned to the Employee from time to time by the President and CEO.

**1.3 Term.** Diversey agrees to continue to employ the Employee, and the Employee hereby agrees to work in the employ of Diversey, subject to the terms and conditions of this Agreement, for the two year period commencing on the date hereof (the “Effective Date”) and ending on November 30, 2012 (the “Initial Term”), unless earlier terminated pursuant to Article III. The Initial Term shall be extended automatically by annual one-year periods commencing on the second anniversary date of the Initial Term (each a “Renewal Term”) unless either Diversey or the Employee gives written notice at least sixty (60) days prior to the end of the Initial Term or any Renewal Term of intent not to extend the Agreement. All terms and conditions of this Agreement shall remain in effect during one or more Renewal Terms. The Initial Term together with any Renewal Term(s) shall be referred to herein as the “Term.”

**1.4 Place of Employment.** Employee’s principal place of employment shall be Singapore.

**1.5 Duties.** During the Term, the Employee shall devote all of Employee's business time, attention and skill to the business and affairs of Diversey and its subsidiaries, except, so long as such activities do not unreasonably interfere with the business of Diversey or diminish the Employee's obligations under the Agreement, that Employee may (i) participate in the affairs of any governmental, educational or other charitable institution, or engage in professional speaking and writing activities, or (ii) serve as a member of the board of directors of other corporations, and in either case, the Employee shall be entitled to retain all fees, royalties and other compensation derived from such activities in addition to the compensation and other benefits payable to Employee under this Agreement; and provided further, that the Employee may invest personal or family funds in any form or manner Employee may choose that will not require any material services on Employee's part in the operation of or the affairs of the entities in which such investments are made. The Employee will perform faithfully the duties consistent with Employee's position and which may be assigned to Employee from time to time by the President and CEO.

**1.6 Fiduciary Duty.** Employee acknowledges that during the Term, Employee has a fiduciary duty of loyalty, fidelity and allegiance to Diversey and Employee will not engage in any activity that will create a conflict of interest or breach of Diversey's *Code of Ethics and Business Conduct* as in effect from time to time.

## **ARTICLE II**

### **Compensation and Benefits**

**2.1 Base Salary.** Employee shall receive a base salary ("Base Salary") at the annualized rate of TRY 691,179.00 to be paid in accordance with the regular payroll practices of Diversey. Base Salary will be reviewed on an annual basis in April of each year. The Base Salary amount, as in effect from time to time, may not be decreased.

**2.2 Annual Incentive Bonus.** Employee shall be eligible to participate in Diversey's annual incentive bonus program, as in effect from time to time during the Term. Employee's bonus target is 50% of Base Salary on the last day of Diversey's fiscal year. The bonus may range from 0% to 200% of bonus target based upon the performance of Diversey and the personal performance of Employee versus objectives.

**2.3 Long Term Incentives.** Employee shall continue to participate in the JohnsonDiversey Holdings, Inc. Stock Incentive Plan ("Plan"), as in effect from time to time during the Term. The Company will grant Employee 56,250 matching Options, which reflects an incremental .75 Options per Share for Shares purchased prior to the Effective Date. The Options hereby granted shall have an exercise price equal to the Fair Market Value on the Grant Date and will vest in accordance with the Plan. Capitalized terms not otherwise defined in this section shall have the meanings ascribed to them in the Plan.

**2.4 Flexible Spending Account.** During the Term, Employee shall be eligible for an annual Flexible Spending Account of \$10,000 to be utilized for financial planning, tax advice/preparation, estate planning, legal fees associated with estate and/or property matters, annual country club dues and health club memberships. The foregoing is in addition to Employee's automobile allowance per the policy of Diversey Singapore Pte. Ltd ("Diversey Singapore").

**2.5 Employee Benefit Plans/Fringe Benefits/Vacation.** During the Term, and except as otherwise provided herein, Employee shall be eligible to participate in the applicable employee benefit and other plans, practices, policies and programs and fringe benefits of Diversey Singapore, Employee shall be entitled to vacation in accordance with Diversey Singapore's applicable vacation policy. It is expressly agreed and understood that Employee shall not be eligible to participate in any severance plan, program or policy maintained by Diversey or Diversey Singapore.

In addition, if during the Term, Diversey adopts a change-in-control plan or such agreements for Level I executives of Diversey other than the President and CEO, Employee shall be included generally on the same terms and conditions as the other Level I executives of Diversey other than the President and CEO.

**2.6 Expenses.** Employee shall be entitled to prompt reimbursement of all reasonable business expenses incurred in the performance of Employee's duties pursuant to this Agreement, to the extent such expenses are reimbursable in accordance with Diversey Singapore's applicable expense reimbursement policy.

**2.7 Relocation.** If applicable, Employee shall be reimbursed for travel, moving, relocation, temporary living and buy/sale expenses in accordance with Diversey's applicable relocation policy.

### **ARTICLE III Termination**

**3.1 Voluntary Resignation or Termination Without Cause.** Diversey may terminate Employee's employment at any time without "Cause" (as defined in Section 3.2 hereof) upon thirty (30) days' prior written notice to Employee. During such thirty (30) day notice period, Diversey may require that Employee cease performing some or all of Employee's duties and/or not be present at Diversey's offices and/or other facilities. Employee may voluntarily resign other than for "Good Reason" (as defined in Section 3.3(c) hereof) at any time upon sixty (60) days' prior written notice to Diversey; provided, however, Diversey may, in its sole discretion, (a) advance the date of termination to any date following Diversey's receipt of such written notice and/or (b) during such sixty (60) day notice period, Diversey may require that Employee cease performing some or all of Employee's duties and/or not be present at Diversey's offices and/or facilities.

**3.2 Termination for Cause.** Diversey may terminate Employee's employment at any time without notice if such termination is for "Cause" (as defined herein). "Cause" means termination for any of the following reasons:

(a) Material breach of this Agreement, including a material failure to perform within the provisions of "The Diversey Way" after having received prior written notice of such material breach and Employee has not corrected such material breach (if capable of correction) to the reasonable satisfaction of the President and CEO within the thirty (30) day period following receipt by Employee of such written notice.

- (b) Willful misconduct, or willful violation of the law in the performance of duties under this Agreement.
- (c) Willful failure or refusal to follow reasonable, explicit, and lawful instructions or directions from the President and CEO concerning the operation of Diversey's business.
- (d) Conviction of a felony.
- (e) Theft or misappropriation of funds or property of Diversey, or commission of any material act of dishonesty involving Diversey, its employees, or business.
- (f) Appropriating any corporate opportunity of Diversey, unless the transaction was approved in writing by the President and CEO following full disclosure of all pertinent details of the transaction.
- (g) Breach of fiduciary duty owed to Diversey as an executive of Diversey.
- (h) Material breach of any duty or obligation under the attached Confidentiality Agreement, Non-Competition Agreement, and/or Trade Secret, Invention, and Copyright Agreement, after having received prior written notice of such material breach and Employee has not corrected such material breach (if capable of correction) to the reasonable satisfaction of the President and CEO within the thirty (30) day period following receipt by Employee of such written notice.

For purposes of this Section 3.2, no act or failure to act on the part of the Employee shall be considered "willful" unless it is done, or omitted to be done, by the Employee in bad faith or without reasonable belief that the Employee's action or omission was in the best interest of Diversey.

### **3.3 Resignation for Good Reason, Retirement, Death, Disability or Termination without Cause.**

(a) Employee's employment shall terminate automatically and immediately upon Employee's retirement or death.

(b) Upon the President and CEO's written determination that Employee is unable, due to a disability, to continue carrying out the duties and responsibilities of Employee's position, Employee's officer status will be terminated, and Employee's employment will continue pursuant to Diversey's applicable policies and benefits related to disabled employees. For purposes of this Agreement, "disability" means the inability of the Employee, due to a physical or mental impairment, for 120 consecutive days to perform the essential duties and functions contemplated by this Agreement with or without reasonable accommodation. A determination of disability shall be made by an independent physician selected by the President and CEO who is deemed satisfactory to the Employee, and Employee shall cooperate with the

efforts to make such determination. Notice of determination of disability shall be provided by the President and CEO in writing to Employee stating the facts and reasons for such determination. Any such determination shall be conclusive and binding on the parties. Nothing in this Section, however, shall be deemed to alter Diversey's duty to reasonably accommodate, if possible, any disability of Employee. Any determination of disability under this Section is not intended to affect any benefits which Employee may be entitled under any long term disability insurance policy provided by Diversey or Employee with respect to Employee, which benefits shall be governed solely by the terms of any such insurance policy.

(c) Employee may resign at any time for "Good Reason" (as defined herein) without the need for sixty (60) days' written notice to Diversey. "Good Reason" shall be defined as any of the following events that have not been cured within the thirty (30) day period following the President and CEO's receipt of written notice of such event by Employee: (1) a material diminution in the requirements of Employee's employment, or (2) any material breach of the Agreement by Diversey. Good Reason shall cease to exist for an event on the 90<sup>th</sup> day following the later of the occurrence of the event or Employee's actual knowledge thereof, unless Employee has given notice of such event on or before such 90<sup>th</sup> day; provided further that any such event shall constitute Good Reason only if Diversey fails to cure such event within thirty (30) days after receipt from Employee of written notice of the event which constitutes Good Reason and Employee actually terminates employment for such uncured Good Reason event within sixty (60) days following the expiration of such thirty (30) day cure period.

### **3.4 Payments upon Termination.**

(a) If Employee should resign other than for Good Reason or if Diversey should terminate Employee for Cause, Employee shall not be entitled to any compensation or remuneration other than such Base Salary and benefits through the effective date of termination and amounts and benefits as Employee is eligible to receive under Diversey's then prevailing policies and benefit plans and as prescribed by law, Employee's accrued but unused vacation and incurred but unreimbursed business expenses.

(b) If Employee's employment is terminated as a result of death, or disability, Employee or Employee's estate, as applicable, shall, in addition to any other compensation and benefits provided by Diversey policies and benefit plans then in effect, receive a bonus prorated at target level for the fiscal year in which the termination occurs, Employee's accrued but unused vacation, incurred but unreimbursed business expenses, and Employee's accrued but unpaid performance bonus for the fiscal year prior to the fiscal year during which such death or disability occurs. For all purposes of this Agreement, any bonus proration shall be determined on the basis of the number of days the Employee is employed in the fiscal year during which termination of employment occurs.

(c) If Employee's employment is terminated as a result of termination without Cause or if Employee resigns for Good Reason, and so long as Employee does not materially breach any provisions of the Confidentiality Agreement, Non-Competition Agreement, Trade Secret, Invention, and Copyright Agreement or *Code of Ethics and Business Conduct*, respectively, in exchange for providing Diversey with a legally enforceable Waiver and Release Agreement in a form reasonably satisfactory to Diversey, Employee (or, in the event of his death, his estate) will



receive (1) continuation of Employee's Base Salary for two (2) years; (2) a bonus prorated at target level for the period employed during the year in which the termination occurs; (3) a bonus at the target level for the two (2) year Base Salary continuation period; and (4) a senior executive level outplacement program by an outplacement firm selected by Employee and paid for by Diversey up to \$30,000, provided that such payment shall be completed not later than the 15th day of the third month following the end of the fiscal year during which the date of termination of employment occurs. Payment of Base Salary and target bonus will be paid in equal installments over the two (2) year salary continuation period. Moreover, Employee shall be paid Employee's accrued but unused vacation, incurred but unreimbursed business expenses, and Employee's accrued but unpaid performance bonus for the fiscal year prior to the fiscal year during which such termination without Cause or resignation for Good Reason occurs.

(d) In addition, if Employee resigns for Good Reason or is terminated without Cause, prior to Employee's five (5) year anniversary with Diversey, Diversey will relocate Employee back to the State or country, as applicable, from which Employee was originally relocated by Diversey according to the terms of Diversey's relocation policy, such terms to be no less favorable than those in effect on the date of Employee's offer of employment.

(e) If, on such date that Employee resigns for Good Reason or is terminated without Cause, Employee is covered by a Diversey change-in-control plan or agreement, Employee shall receive the greater of, but not both, the payments and benefits provided under (i) the Diversey change-in-control plan or agreement or (ii) Sections 3.4(c) and (d) of this Agreement.

(f) If this Agreement is not renewed by Diversey beyond the Initial Term or any Renewal Term, then upon such expiration of the Agreement Employee shall be deemed to have been terminated by Diversey other than for Cause.

(g) Employee shall not be required to mitigate the amount of any payment provided for in this Article III by seeking other employment or otherwise.

#### **ARTICLE IV Miscellaneous**

**4.1 Entire Agreement.** This Agreement and the attached Confidentiality Agreement, Non-Competition Agreement, and Trade Secret, Invention, and Copyright Agreement incorporated herein under Section 4.9 hereof, and any Diversey Expatriate Assignment Letter entered into between Diversey and Employee sets forth the entire agreement between the parties relating to the subject matter hereof and supersedes all prior agreements between the parties relating to the subject matter hereof.

**4.2 Waiver of Breach.** The waiver by a party of the breach of any provision of this Agreement shall not be deemed a waiver by said party of any other or subsequent breach.

**4.3 Assignment.** This Agreement shall not be assignable by Diversey without the written consent of Employee; provided, however, that if Diversey shall merge or consolidate with or into, transfer substantially all of its assets, including goodwill, to another corporation or other form of business organization, this Agreement shall be binding upon and shall inure to the benefit of the successor corporation in such merger, consolidation or transfer. Employee may not assign, pledge or encumber any interest in this Agreement or any part thereof without the written consent of the President and CEO of Diversey.

**4.4 Disputes.** Any dispute or controversy arising from or relating to this Agreement, other than equitable enforcement of the documents incorporated herein under Section 4.9, shall be submitted to and decided by binding arbitration in the State of Wisconsin, USA. At the request of either Diversey or Employee, arbitration proceedings will be conducted in the utmost secrecy; in such case, all documents, testimony and records shall be received, heard and maintained by the arbitrator in secrecy, available for inspection only by Diversey or by the Employee and by their respective attorneys and experts who shall agree, in advance and in writing, to receive all such information in confidence and to maintain such information in secrecy until such information shall be generally known or until such time as said information is to be filed in court to confirm or object to the arbitration award at which time the parties hereto will cooperate to maintain such secrecy if possible consistent with the result of the court. The parties shall share all expenses of arbitration equally unless the arbitrator shall direct otherwise as part of the award. The arbitration will be conducted by a single arbitrator who is licensed to practice law in a State in the United States under the American Arbitration Association's National Rules For The Resolution Of Employment Disputes. The arbitrator shall have the discretionary authority to award reasonable attorney's and arbitration fees, costs and expenses to the prevailing party.

**4.5 Limitations on Claims.** Any claim or controversy otherwise arbitrable hereunder shall be deemed waived, and no such claim or controversy shall be made or raised, unless a request for arbitration thereof has been given as provided below to the other party in writing not later than six (6) months after the date on which the facts giving rise to the claim or controversy first arose.

**4.6 Notices.** All notices, requests, demands or other communications required or permitted under this Agreement shall be in writing and shall be deemed to have been duly given to any party when delivered personally (by courier service or otherwise), when delivered by telecopy or facsimile, by overnight courier, or seven days after being mailed by first-class mail, postage prepaid and return receipt requested in each case to the applicable addresses set forth below:

If to Employee:      Yagmur Sagnak  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If to Diversey:      Senior Vice President, Global  
Human Resources  
Diversey, Inc.  
8310 16<sup>th</sup> Street  
P.O. Box 902  
Sturtevant, WI 53177-0902

or to such other address as such party shall have designated by written notice so given to each other party.

**4.7 Amendment.** This Agreement may be modified only in writing, signed by both of the parties. Headings included in this Agreement are for convenience only and are not intended to limit or expand the rights of the parties hereto.

**4.8 Severability.** If any provision of this Agreement is determined to be invalid or unenforceable, then such invalidity or unenforceability shall have no effect on the other provisions hereof, which shall remain valid, binding and enforceable and in full force and effect, and such invalid or unenforceable provisions, shall be construed in a manner so as to give the maximum valid and enforceable effect to the intent of the parties expressed therein.

**4.9 Incorporation of Terms.** The introductory language and recitals set forth above, and the attached Confidentiality Agreement, Non-Competition Agreement, and Trade Secret, Invention, and Copyright Agreement are incorporated by reference independent of this Agreement.

**4.10 Governing Law.** This Agreement shall be governed by and construed in accordance with the internal laws of the State of Wisconsin, USA (regardless of such State's conflicts of law principles).

**4.11 Indemnification.** During the Term and thereafter, Employee will be covered under Diversey's indemnification bylaw provisions and Diversey maintained directors and officers liability insurance coverage as in effect (in each case) from time to time.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day, month and year first above written.

DIVERSEY, INC.

By /s/ Edward F. Lonergan

\_\_\_\_\_  
Edward F. Lonergan  
President and Chief Executive Officer

EMPLOYEE

/s/ Yagmur Sagnak

\_\_\_\_\_  
Yagmur Sagnak

\_\_\_\_\_  
Witness

## CERTIFICATIONS

I, Jerome A. Peribere, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Sealed Air Corporation;
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 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 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: May 8, 2013

/s/ Jerome A. Peribere

Jerome A. Peribere

*President and Chief Executive Officer*

## CERTIFICATIONS

I, Carol P. Lowe, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Sealed Air Corporation;
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 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 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: May 8, 2013

/s/ Carol P. Lowe

Carol P. Lowe

Senior Vice President and Chief Financial Officer

**Certification of CEO and CFO 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 on Form 10-Q of Sealed Air Corporation (the "Company") for the quarterly period ended March 31, 2013 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Jerome A. Peribere, and I, Carol P. Lowe, hereby certify pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that, to the best of my knowledge:

- (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.

Date: May 8, 2013

By: /s/ Jerome A. Peribere  
Name: Jerome A. Peribere  
Title: *President and Chief Executive Officer*

Date: May 8, 2013

By: /s/ Carol P. Lowe  
Name: Carol P. Lowe  
Title: *Senior Vice President and Chief Financial Officer*