

INSTEEL INDUSTRIES INC  
Form 10-Q  
April 16, 2015

**UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**FORM 10-Q**

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

**For the Quarterly Period Ended March 28, 2015**

**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: 1-9929**

**Insteel Industries, Inc.**

(Exact name of registrant as specified in its charter)

**North Carolina**

(State or other jurisdiction of  
incorporation or organization)

**56-0674867**

(I.R.S. Employer  
Identification No.)

**1373 Boggs Drive, Mount Airy, North Carolina**

**27030**

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code: **(336) 786-2141**

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 the 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

The number of shares outstanding of the registrant's common stock as of April 15, 2015 was 18,436,343.

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**PART I – FINANCIAL INFORMATION****Item 1. Financial Statements**

**INSTEEL  
INDUSTRIES, INC.  
AND  
SUBSIDIARIES  
CONSOLIDATED  
STATEMENTS OF  
OPERATIONS AND  
COMPREHENSIVE  
INCOME**

(In thousands except  
for per share data)  
(Unaudited)

	<b>Three Months Ended</b>		<b>Six Months Ended</b>	
	<b>March 28, 2015</b>	<b>March 29, 2014</b>	<b>March 28, 2015</b>	<b>March 29, 2014</b>
Net sales	\$101,767	\$91,436	\$212,395	\$178,654
Cost of sales	93,065	79,830	191,650	157,993
Gross profit	8,702	11,606	20,745	20,661
Selling, general and administrative expense	5,975	5,984	11,627	10,689
Restructuring charges, net	333	-	333	-
Other expense (income), net	(1,599 )	228	(1,639 )	196
Interest expense	114	57	208	113
Interest income	(4 )	(1 )	(4 )	(6 )
Earnings before income taxes	3,883	5,338	10,220	9,669
Income taxes	1,339	1,816	3,526	3,400
Net earnings	\$2,544	\$3,522	\$6,694	\$6,269
Net earnings per share:				
Basic	\$0.14	\$0.19	\$0.36	\$0.34
Diluted	0.14	0.19	0.36	0.34
Weighted average shares outstanding:				
Basic	18,404	18,234	18,391	18,212
Diluted	18,822	18,637	18,821	18,612

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Cash dividends declared per share	\$0.03	\$0.03	\$0.06	\$0.06
Comprehensive income	\$2,544	\$3,522	\$6,694	\$6,269

*See accompanying notes to consolidated financial statements.*

**INSTEEL  
INDUSTRIES,  
INC. AND  
SUBSIDIARIES  
CONSOLIDATED  
BALANCE  
SHEETS**  
(In thousands)

	(Unaudited)	
	March 28, 2015	September 27, 2014
<b>Assets</b>		
Current assets:		
Cash and cash equivalents	\$ 6,172	\$ 3,050
Accounts receivable, net	44,025	51,211
Inventories	83,439	81,899
Other current assets	4,887	6,433
Total current assets	138,523	142,593
Property, plant and equipment, net	87,164	90,386
Intangibles, net	10,821	9,816
Goodwill	6,965	6,965
Other assets	10,076	7,035
Total assets	\$ 253,549	\$ 256,795
<b>Liabilities and shareholders' equity</b>		
Current liabilities:		
Accounts payable	\$ 36,076	\$ 52,811
Accrued expenses	6,727	10,375
Total current liabilities	42,803	63,186
Long-term debt	10,000	-
Other liabilities	14,925	14,726
Commitments and contingencies		
Shareholders' equity:		
Common stock	18,436	18,377
Additional paid-in capital	60,156	58,867
Retained earnings	109,019	103,429
Accumulated other comprehensive loss	(1,790 )	(1,790 )
Total shareholders' equity	185,821	178,883
Total liabilities and shareholders' equity	\$ 253,549	\$ 256,795

*See accompanying notes to consolidated financial statements.*



**INSTEEL  
INDUSTRIES,  
INC. AND  
SUBSIDIARIES  
CONSOLIDATED  
STATEMENTS  
OF CASH  
FLOWS**

(In thousands)

(Unaudited)

	<b>Six Months Ended</b>	
	<b>March 28, 2015</b>	<b>March 29, 2014</b>
<b>Cash Flows From Operating Activities:</b>		
Net earnings	\$6,694	\$6,269
Adjustments to reconcile net earnings to net cash provided by (used for) operating activities:		
Depreciation and amortization	5,797	4,902
Amortization of capitalized financing costs	51	51
Stock-based compensation expense	1,273	1,228
Deferred income taxes	828	217
Asset impairment charges	237	-
Excess tax benefits from stock-based compensation	(147 )	(191 )
Loss (gain) on sale of property, plant and equipment	(1,679 )	510
Increase in cash surrender value of life insurance policies over premiums paid	(283 )	(358 )
Net changes in assets and liabilities (net of assets and liabilities acquired):		
Accounts receivable, net	7,023	(65 )
Inventories	(1,540 )	(12,606)
Accounts payable and accrued expenses	(20,733)	7,872
Other changes	651	130
Total adjustments	(8,522 )	1,690
Net cash provided by (used for) operating activities	(1,828 )	7,959
<b>Cash Flows From Investing Activities:</b>		
Capital expenditures	(4,587 )	(2,964 )
Acquisition of intangible asset	(1,460 )	-
Acquisition of business	480	-
Proceeds from fire loss insurance	1,613	135
Proceeds from sale of property, plant and equipment	89	-
Proceeds from surrender of life insurance policies	40	113
Increase in cash surrender value of life insurance policies	(196 )	(269 )
Net cash used for investing activities	(4,021 )	(2,985 )
<b>Cash Flows From Financing Activities:</b>		
Proceeds from long-term debt	60,474	217
Principal payments on long-term debt	(50,474)	(217 )



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Cash dividends paid	(1,104 )	(1,094 )
Cash received from exercise of stock options	176	175
Excess tax benefits from stock-based compensation	147	191
Payment of employee tax withholdings related to net share transactions	(248 )	(505 )
Net cash provided by (used for) financing activities	8,971	(1,233 )
Net increase in cash and cash equivalents	3,122	3,741
Cash and cash equivalents at beginning of period	3,050	15,440
Cash and cash equivalents at end of period	\$6,172	\$19,181

**Supplemental Disclosures of Cash Flow Information:**

Cash paid during the period for:		
Interest	\$93	\$2
Income taxes, net	3,403	2,502
Non-cash investing and financing activities:		
Purchases of property, plant and equipment in accounts payable	227	375
Restricted stock units and stock options surrendered for withholding taxes payable	248	505

*See accompanying notes to consolidated financial statements.*

**INSTEEL  
INDUSTRIES, INC.  
AND  
SUBSIDIARIES  
CONSOLIDATED  
STATEMENTS OF  
SHAREHOLDERS'  
EQUITY**

(In thousands)

(Unaudited)

	Common Stock		Additional	Retained	Accumulated	Total
	Shares	Amount	Paid-In	Earnings	Other	Shareholders'
			Capital		Comprehensive	Equity
					Loss	
Balance at September 27, 2014	18,377	\$18,377	\$ 58,867	\$103,429	\$ (1,790	) \$ 178,883
Net earnings				6,694		6,694
Stock options exercised, net	21	21	155			176
Vesting of restricted stock units	38	38	(38	)		-
Compensation expense associated with stock-based plans			1,273			1,273
Excess tax benefits from stock-based compensation			147			147
Restricted stock units and stock options surrendered for withholding taxes payable			(248	)		(248
Cash dividends declared				(1,104	)	(1,104
Balance at March 28, 2015	18,436	\$18,436	\$ 60,156	\$109,019	\$ (1,790	) \$ 185,821

*See accompanying notes to consolidated financial statements.*

**INSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**(Unaudited)**

**(1) Basis of Presentation**

The accompanying unaudited interim consolidated financial statements of Insteel Industries, Inc. (“we,” “us,” “our,” “the Company” or “Insteel”) have been prepared pursuant to the rules and regulations of the U.S. Securities and Exchange Commission (“SEC”) for quarterly reports on Form 10-Q. Certain information and note disclosures normally included in the audited financial statements prepared in accordance with accounting principles generally accepted in the United States (“GAAP”) have been condensed or omitted pursuant to such rules and regulations, although the Company believes that the disclosures made are adequate to make the information not misleading. The September 27, 2014 consolidated balance sheet was derived from the audited consolidated financial statements at that date, but does not include all of the information and footnotes required by GAAP for complete financial statements. These financial statements should therefore be read in conjunction with the consolidated financial statements and notes for the fiscal year ended September 27, 2014 included in the Company’s Annual Report on Form 10-K filed with the SEC.

The accompanying unaudited interim consolidated financial statements reflect all adjustments of a normal recurring nature that the Company considers necessary for a fair presentation of results for these interim periods. The results of operations for the six-month period ended March 28, 2015 are not necessarily indicative of the results that may be expected for the fiscal year ending October 3, 2015 or future periods.

On August 15, 2014, the Company through its wholly-owned subsidiary, Insteel Wire Products (“IWP”), purchased substantially all of the assets associated with the prestressed concrete strand (“PC strand”) business of American Spring Wire Corporation (“ASW”) (see Note 3 to the consolidated financial statements).

The Company has evaluated subsequent events through the time of filing this Quarterly Report on Form 10-Q and has concluded that there are no significant events that occurred subsequent to the balance sheet date but prior to the filing of this report that would have a material impact on the consolidated financial statements.

**(2) Recent Accounting Pronouncements**

In May 2014, the Financial Accounting Standards Board (“FASB”) issued Accounting Standards Update (“ASU”) No. 2014-09 “Revenue from Contracts with Customers,” which will supersede nearly all existing revenue recognition guidance under GAAP. ASU No. 2014-09 provides that an entity recognize revenue when it transfers promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. This update also requires additional disclosure about the nature, amount, timing and uncertainty of revenue and cash flows arising from customer contracts, including significant judgments and changes in judgments, and assets recognized from costs incurred to obtain or fulfill a contract. ASU No. 2014-09 allows for either full retrospective or modified retrospective adoption and will become effective for the Company in the first quarter of fiscal 2018. The Company is evaluating the alternative transition methods and the potential effects of the adoption of this update on its financial statements.

### **(3) Business Combination**

On August 15, 2014, the Company purchased substantially all of the assets associated with the PC strand business of ASW for a final adjusted purchase price of \$33.5 million (the “ASW Acquisition”), net of post-closing adjustments of \$480,000.

ASW manufactured PC strand at facilities located in Houston, Texas and Newnan, Georgia. The Company acquired, among other assets, the accounts receivable and inventories related to ASW’s PC strand business, the production equipment at its facility in Houston, Texas and its production equipment and facility in Newnan, Georgia. Pursuant to an agreement with ASW, the Company is leasing the Houston facility from ASW with an option to purchase it in the future. In addition, the Company assumed certain of ASW’s accounts payable and accrued liabilities related to its PC strand business.

Following is a summary of the Company's final allocation of the adjusted purchase price to the fair values of the assets acquired and liabilities assumed as of the date of the ASW Acquisition:

*(In thousands)*

Assets acquired:

Accounts receivable	\$7,854
Inventories	6,292
Other current assets	786
Property, plant and equipment	8,638
Intangibles	8,530
Total assets acquired	\$32,100

Liabilities assumed:

Accounts payable	\$3,240
Accrued expenses	2,362
Total liabilities assumed	5,602
Net assets acquired	26,498
Purchase price	33,463
Goodwill	\$6,965

In connection with the ASW Acquisition, the Company acquired intangible assets consisting of customer relationships, developed technology and know-how, and a non-competition agreement. The ASW Acquisition was accounted for as a business purchase pursuant to Accounting Standards Codification ("ASC") Topic 805, *Business Combinations*. Acquisition and integration costs are not included as components of consideration transferred, but are recorded as expenses in the period in which such costs are incurred.

The following unaudited supplemental pro forma financial information reflects the combined results of operations of the Company had the ASW Acquisition occurred at the beginning of fiscal 2013. The pro forma information reflects certain adjustments related to the ASW Acquisition, including adjusted amortization and depreciation expense based on the fair value of the assets acquired and interest expense related to the borrowings on the Company's revolving credit facility. The pro forma information does not reflect any operating efficiencies or potential cost savings that may result from the ASW Acquisition. Accordingly, this pro forma information is for illustrative purposes and is not intended to represent or be indicative of the actual results of operations of the combined company that may have been achieved had the ASW Acquisition occurred at the beginning of fiscal 2013, nor is it intended to represent or be indicative of future results of operations. The pro forma combined results of operations for the prior year three- and six-month periods are as follows:

	<b>March 29, 2014</b>	
	<b>Three</b>	<b>Six</b>
	<b>Months</b>	<b>Months</b>
<i>(In thousands)</i>	<b>Ended</b>	<b>Ended</b>

Net sales	\$108,518	\$211,265
Earnings before income taxes	6,175	11,376
Net earnings	4,037	7,501

**Restructuring charges.** Subsequent to the ASW Acquisition, in fiscal 2014, the Company incurred employee separation costs for staffing reductions associated with the acquisition. In February 2015, the Company elected to consolidate its PC strand operations with the closure of the Newnan, Georgia facility that had been acquired through the ASW Acquisition. The Newnan plant closure was completed in March 2015.

Following is a summary of the restructuring activity and associated costs that were incurred during the three- and six-month periods ended March 28, 2015:

<i>(In thousands)</i>	<b>Asset Impairment</b>	<b>Employee Separation Costs</b>	<b>Facility Closure Costs</b>	<b>Total</b>
Liability as of September 27, 2014	\$ -	\$ 1,208	\$ -	\$ 1,208
Cash payments	-	(53 )	-	(53 )
Liability as of December 27, 2014	-	1,155	-	1,155
Restructuring charges	237	75	21	333
Cash payments	-	(58 )	(4 )	(62 )
Non-cash charges	(237 )	-	-	(237 )
Liability as of March 28, 2015	\$ -	\$ 1,172	\$ 17	\$ 1,189

The Company recorded a liability of \$1.2 million on its consolidated balance sheet for restructuring liabilities as of March 28, 2015 and September 27, 2014. As of March 28, 2015, \$0.6 million of the restructuring liabilities were recorded in accrued expenses and \$0.6 million in other liabilities. As of September 27, 2014, \$0.5 million of the restructuring liabilities were recorded in accrued expenses and \$0.7 million in other liabilities.

The Company currently expects to incur approximately \$0.5 million of additional restructuring charges for equipment relocation and facility closure costs through fiscal 2016.

#### **(4) Fair Value Measurements**

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The authoritative guidance for fair value measurements establishes a three-level fair value hierarchy that encourages an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The three levels of inputs used to measure fair value are as follows:

Level 1 - Quoted prices in active markets for identical assets or liabilities.

Level 2 - Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets.

Level 3 - Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities, including certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs.

As of March 28, 2015 and September 27, 2014, the Company held financial assets that are required to be measured at fair value on a recurring basis. The financial assets held by the Company and the fair value hierarchy used to determine their fair values are as follows:

<i>(In thousands)</i>	<b>Total at March 28, 2015</b>	<b>Quoted Prices in Active Markets  (Level 1)</b>	<b>Observable Inputs (Level 2)</b>
Current assets:			
Cash equivalents	\$6,535	\$ 6,535	\$ -
Other assets:			
Cash surrender value of life insurance policies	7,306	-	7,306
<b>Total</b>	<b>\$13,841</b>	<b>\$ 6,535</b>	<b>\$ 7,306</b>



<i>(In thousands)</i>	<b>Total at September 27, 2014</b>	<b>Quoted Prices in Active Markets (Level 1)</b>	<b>Observable Inputs (Level 2)</b>
Current assets:			
Cash equivalents	\$ 3,320	\$ 3,320	\$ -
Other assets:			
Cash surrender value of life insurance policies	6,867	-	6,867
Total	\$ 10,187	\$ 3,320	\$ 6,867

Cash equivalents, which include all highly liquid investments with original maturities of three months or less, are classified as Level 1 of the fair value hierarchy. The carrying amount of the Company's cash equivalents, which consist of investments in money market funds, approximates fair value due to their short maturities. Cash surrender value of life insurance policies are classified as Level 2. The fair value of the life insurance policies was determined by the underwriting insurance company's valuation models and represents the guaranteed value the Company would receive upon surrender of these policies as of the reporting date.

As of March 28, 2015 and September 27, 2014, the Company did not have any nonfinancial assets that were required to be measured at fair value on a nonrecurring basis other than the assets and liabilities that were acquired from ASW at fair value (see Note 3 to the consolidated financial statements). The carrying amounts of accounts receivable, accounts payable and accrued expenses approximates fair value due to the short-term maturities of these financial instruments. As of March 28, 2015, the carrying amount of long-term debt outstanding under the Company's revolving credit facility approximates its estimated fair value. The estimated fair value of long-term debt is primarily based upon quoted market prices as well as borrowing rates currently available to the Company for bank loans with similar terms and maturities.

##### **(5) Intangible Assets**

The primary components of the Company's intangible assets and the related accumulated amortization are as follows:

<i>(In thousands)</i>	<b>Gross</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>
As of March 28, 2015:			
Customer relationships	\$6,500	\$ (200	) \$6,300
Developed technology and know-how	1,800	(56	) 1,744

Non-competition agreements	3,577	(800	)	2,777
	\$11,877	\$ (1,056	)	\$10,821

<i>(In thousands)</i>	<b>Gross</b>	<b>Accumulated Amortization</b>		<b>Net Book Value</b>
As of September 27, 2014:				
Customer relationships	\$6,500	\$ (38	)	\$6,462
Developed technology and know-how	1,800	(11	)	1,789
Non-competition agreements	2,117	(552	)	1,565
	\$10,417	\$ (601	)	\$9,816

Amortization expense for intangibles was \$239,000 and \$94,000 for the three-month periods ended March 28, 2015 and March 29, 2014, respectively, and \$455,000 and \$189,000 for the six-month periods ended March 28, 2015 and March 29, 2014, respectively.

#### **(6) Stock-Based Compensation**

Under the Company's equity incentive plans, employees and directors may be granted stock options, restricted stock, restricted stock units and performance awards. Effective February 17, 2015, the shareholders of the Company approved the 2015 Equity Incentive Plan of the Company (the "2015 Plan"), which authorizes up to 900,000 shares of Company common stock for future grants under the plan. The 2015 Plan, which expires on February 17, 2025, replaces the 2005 Equity Incentive Plan, which expired on February 15, 2015. As of March 28, 2015, there were 801,000 shares of Company common stock available for future grants under the 2015 Plan, which is the Company's only active equity incentive plan.

**Stock options.** Under the Company's equity incentive plans, employees and directors may be granted options to purchase shares of the Company's common stock at the fair market value on the date of the grant. Options granted under these plans generally vest over three years and expire ten years from the date of the grant. Compensation expense and excess tax benefits associated with stock options for the three- and six-month periods ended March 28, 2015 and March 29, 2014 are as follows:

	<b>Three Months Ended March</b>		<b>Six Months Ended March</b>	
	<b>28, 2015</b>	<b>29, 2014</b>	<b>28, 2015</b>	<b>29, 2014</b>
<i>(In thousands)</i>				
Stock options:				
Compensation expense	\$ 382	\$ 358	\$ 555	\$ 523
Excess tax benefits	(147)	(105 )	(147)	(191 )

As of March 28, 2015, the remaining unamortized compensation cost related to unvested stock option awards was \$364,000, which is expected to be recognized over a weighted average period of 1.60 years.

The fair value of each option award granted is estimated on the date of grant using a Monte Carlo valuation model. The estimated fair values of stock options granted during the three- and six-month periods ended March 28, 2015 and March 29, 2014 was \$7.75 and \$6.93 per share, respectively, based on the following assumptions:

	<b>Six Months Ended March</b>	
	<b>28, 2015</b>	<b>29, 2014</b>
Risk-free interest rate	1.77 %	1.56 %
Dividend yield	0.55 %	0.62 %
Expected volatility	37.39%	41.46 %
Expected term (in years)	5.67	4.94

The assumptions utilized in the Monte Carlo valuation model are evaluated and revised, as necessary, to reflect market conditions and actual historical experience. The risk-free interest rate for periods within the contractual life of the option was based on the U.S. Treasury yield curve in effect at the time of the grant. The dividend yield was calculated based on the Company's annual dividend as of the option grant date. The expected volatility was derived using a term structure based on historical volatility and the volatility implied by exchange-traded options on the Company's common stock. The expected term for options was based on the results of a Monte Carlo simulation model, using the model's estimated fair value as an input to the Black-Scholes-Merton model, and then solving for the expected term.

The following table summarizes stock option activity for the six-month period ended March 28, 2015:

	<b>Options Outstanding</b> <i>(in thousands)</i>	<b>Exercise Price Per Share Range</b>	<b>Weighted Average</b>	<b>Contractual Term - Weighted Average (in years)</b>	<b>Aggregate Intrinsic Value</b> <i>(in thousands)</i>
Outstanding at September 27, 2014	871	\$6.89-\$20.50	\$ 14.23		
Granted	63	21.96-21.96	21.96		
Exercised	(23	) 6.89 -11.15	8.99		\$ 284
Outstanding at March 28, 2015	911	7.55 -21.96	14.90	6.27	5,325
Vested and anticipated to vest in the future at March 28, 2015	907		14.89	6.26	5,316
Exercisable at March 28, 2015	637		13.33	5.14	4,674

Stock option exercises include “net exercises,” pursuant to which the optionee received shares of common stock equal to the intrinsic value of the options (fair market value of common stock on the date of exercise less exercise price) reduced by any applicable withholding taxes.

**Restricted stock units.** Restricted stock units (“RSUs”) granted under the Company’s equity incentive plans are valued based upon the fair market value on the date of the grant and provide for a dividend equivalent payment which is included in compensation expense. The vesting period for RSUs is generally one year from the date of the grant for RSUs granted to directors and three years from the date of the grant for RSUs granted to employees. RSUs do not have voting rights. RSU compensation expense for the three- and six-month periods ended March 28, 2015 and March 29, 2014 is as follows:

	<b>Three Months Ended</b>		<b>Six Months Ended</b>	
	<b>March 28, 2015</b>	<b>March 29, 2014</b>	<b>March 28, 2015</b>	<b>March 29, 2014</b>
<i>(In thousands)</i>				
Restricted stock unit grants:				
Units	36	40	36	40
Market value	\$790	\$763	\$790	\$763
Compensation expense	449	462	718	705

As of March 28, 2015, the remaining unrecognized compensation cost related to unvested RSUs was \$772,000, which is expected to be recognized over a weighted average vesting period of 1.61 years.

The following table summarizes RSU activity during the six-month period ended March 28, 2015:

	<b>Restricted Stock Units Outstanding</b>	<b>Weighted Average Grant Date Fair Value</b>
<i>(Unit amounts in thousands)</i>		
Balance, September 27, 2014	197	\$ 15.68
Granted	36	21.96
Released	(50 )	14.99
Balance, March 28, 2015	183	17.09

## **(7) Income Taxes**

**Effective income tax rate.** The Company’s effective income tax rate was 34.5% for the six-month period ended March 28, 2015 compared with 35.2% for the six-month period ended March 29, 2014. The year-over-year reduction in the

effective rate was primarily due to changes in permanent book versus tax differences. The effective income tax rates for both periods were based upon the estimated rate applicable for the entire fiscal year adjusted to reflect any significant items related specifically to interim periods.

**Deferred income taxes.** As of March 28, 2015, the Company has recorded a current deferred tax asset (net of valuation allowance) of \$1.3 million in other current assets and a non-current deferred tax liability of \$6.6 million in other liabilities on its consolidated balance sheet. The Company has \$13.5 million of state net operating loss carryforwards (“NOLs”) that begin to expire in 2017, but principally expire between 2017 and 2032. The Company has also recorded \$220,000 of gross deferred tax assets for various state tax credits that begin to expire in 2015, but principally expire between 2015 and 2020.

In accordance with ASC Topic 740 *Income Taxes*, the Company evaluates its deferred tax assets to determine if a valuation allowance is required based on the consideration of all available evidence using a “more likely than not” standard, with significant weight being given to evidence that can be objectively verified. The realization of the Company’s deferred tax assets is entirely dependent upon the Company’s ability to generate future taxable income in applicable jurisdictions. Since the Company operates in multiple jurisdictions, it assesses the need for a valuation allowance on a jurisdiction-by-jurisdiction basis, considering the applicable tax laws. The Company recorded a valuation allowance of \$547,000 as of March 28, 2015 and September 27, 2014 pertaining to various state NOLs and tax credits that were not expected to be utilized.

The valuation allowance established by the Company is subject to periodic review and adjustment based on changes in facts and circumstances and would be reduced should the Company utilize the state NOLs and tax credits against which an allowance had previously been provided or determine that such utilization was more likely than not.

**Uncertainty in income taxes.** Based on management’s judgment, as of March 28, 2015, the Company has no material, known tax exposures that require the establishment of a liability for uncertain tax positions.

The Company files U.S. federal income tax returns as well as state and local income tax returns in various jurisdictions. Federal and various state tax returns filed by the Company subsequent to 2009 remain subject to examination together with certain state tax returns filed by the Company subsequent to 2003.

## (8) Employee Benefit Plans

**Retirement plans.** The Company has one defined benefit pension plan, the Insteel Wire Products Company Retirement Income Plan for Hourly Employees, Wilmington, Delaware (the “Delaware Plan”). The Delaware Plan provides benefits for eligible employees based primarily upon years of service and compensation levels. The Delaware Plan was frozen effective September 30, 2008 whereby participants no longer earn additional service benefits. The Company’s funding policy is to contribute amounts at least equal to those required by law. The Company made contributions totaling \$49,000 and \$101,000 to the Delaware Plan during the three- and six-month periods ended March 28, 2015, respectively, and expects to contribute an additional \$133,000 during the remainder of the current fiscal year.

Net periodic pension costs and related components for the Delaware Plan for the three- and six-month periods ended March 28, 2015 and March 29, 2014 are as follows:

	<b>Three Months Ended</b>		<b>Six Months Ended</b>	
	<b>March</b>	<b>March</b>	<b>March</b>	<b>March</b>
	<b>28,</b>	<b>29,</b>	<b>28,</b>	<b>29,</b>
	<b>2015</b>	<b>2014</b>	<b>2015</b>	<b>2014</b>
<i>(In thousands)</i>				
Interest cost	\$33	\$ 34	\$66	\$ 68
Expected return on plan assets	(45)	(41 )	(90)	(82 )
Recognized net actuarial loss	13	11	26	22
Net periodic pension cost	\$1	\$ 4	\$2	\$ 8

**Supplemental employee retirement plan.** The Company maintains supplemental employee retirement plans (each, a “SERP”) with certain of its employees (each, a “Participant”). Under the SERPs, if the Participant remains in continuous service with the Company for a period of at least 30 years, the Company will pay to the Participant a supplemental retirement benefit for the 15-year period following the Participant’s retirement equal to 50% of the Participant’s highest average annual base salary for five consecutive years in the 10-year period preceding the Participant’s retirement. If the Participant retires prior to the later of age 65 or the completion of 30 years of continuous service with the Company, but has completed at least 10 years of continuous service with the Company, the amount of the supplemental retirement benefit will be reduced by 1/360th for each month short of 30 years that the Participant was employed by the Company.

Net periodic benefit costs and related components for the SERPs for the three- and six-month periods ended March 28, 2015 and March 29, 2014 are as follows:

	<b>Three Months Ended</b>		<b>Six Months Ended</b>	
	<b>March</b>	<b>March</b>	<b>March</b>	<b>March</b>
	<b>28,</b>	<b>29,</b>	<b>28,</b>	<b>29,</b>
<i>(In thousands)</i>	<b>2015</b>	<b>2014</b>	<b>2015</b>	<b>2014</b>
Service cost	\$72	\$ 55		