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IEC ELECTRONICS CORP  
Form 10-Q  
May 13, 2016  
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 April 1, 2016

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 001-34376

IEC ELECTRONICS CORP.  
(Exact name of registrant as specified in its charter)

Delaware 13-3458955  
(State or other jurisdiction of (I.R.S. Employer Identification No.)  
incorporation or organization)

105 Norton Street, Newark, New York 14513  
(Address of Principal Executive Offices) (Zip Code)

315-331-7742  
(Registrant's telephone number, including area code)

Not Applicable  
(Former Name, Former Address and Former Fiscal Year, if Changed Since Last Report)

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 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. (Check one):  
Large accelerated filer ☐ Accelerated filer ☐  
Non-accelerated filer ☐ 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 ☒

Indicate the number of shares outstanding of each of the issuer's classes of common stock, as of the latest practicable date:

Common Stock, \$0.01 par value – 10,259,477 shares as of May 9, 2016

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## Part I FINANCIAL INFORMATION

## Item 1. Condensed Financial Statements

IEC ELECTRONICS CORP.  
 CONDENSED CONSOLIDATED BALANCE SHEETS  
 APRIL 1, 2016 and SEPTEMBER 30, 2015  
 (in thousands, except share and per share data)

|                                                                       | April 1,<br>2016<br>(unaudited) | September 30,<br>2015 |
|-----------------------------------------------------------------------|---------------------------------|-----------------------|
| <b>ASSETS</b>                                                         |                                 |                       |
| Current assets:                                                       |                                 |                       |
| Cash                                                                  | \$ 1,126                        | \$ 407                |
| Accounts receivable, net of allowance                                 | 18,231                          | 24,923                |
| Inventories, net                                                      | 23,894                          | 25,753                |
| Other current assets                                                  | 1,259                           | 1,444                 |
| Total current assets                                                  | 44,510                          | 52,527                |
| Fixed assets, net                                                     | 15,065                          | 15,443                |
| Intangible assets, net                                                | 115                             | 134                   |
| Goodwill                                                              | 101                             | 101                   |
| Other long term assets                                                | 264                             | 57                    |
| Total assets                                                          | \$ 60,055                       | \$ 68,262             |
| <b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>                           |                                 |                       |
| Current liabilities:                                                  |                                 |                       |
| Current portion of long-term debt                                     | \$ 2,679                        | \$ 2,908              |
| Accounts payable                                                      | 11,839                          | 18,336                |
| Accrued payroll and related expenses                                  | 3,606                           | 2,338                 |
| Other accrued expenses                                                | 679                             | 1,318                 |
| Customer deposits                                                     | 4,746                           | 5,761                 |
| Total current liabilities                                             | 23,549                          | 30,661                |
| Long-term debt                                                        | 24,161                          | 28,323                |
| Other long-term liabilities                                           | 544                             | 590                   |
| Total liabilities                                                     | 48,254                          | 59,574                |
| <b>STOCKHOLDERS' EQUITY</b>                                           |                                 |                       |
| Preferred stock, \$0.01 par value:                                    |                                 |                       |
| 500,000 shares authorized; none issued or outstanding                 | —                               | —                     |
| Common stock, \$0.01 par value:                                       |                                 |                       |
| Authorized: 50,000,000 shares                                         |                                 |                       |
| Issued: 11,314,965 and 11,232,017 shares, respectively                |                                 |                       |
| Outstanding: 10,259,477 and 10,196,145 shares, respectively           | 113                             | 112                   |
| Additional paid-in capital                                            | 46,013                          | 45,845                |
| Retained earnings/(accumulated deficit)                               | (32,736)                        | (35,740)              |
| Treasury stock, at cost: 1,055,488 and 1,035,872 shares, respectively | (1,589)                         | (1,529)               |

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|                                            |           |           |
|--------------------------------------------|-----------|-----------|
| Total stockholders' equity                 | 11,801    | 8,688     |
| Total liabilities and stockholders' equity | \$ 60,055 | \$ 68,262 |

The accompanying notes are an integral part of these condensed consolidated financial statements.

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IEC ELECTRONICS CORP.  
CONDENSED CONSOLIDATED INCOME STATEMENTS  
SIX MONTHS ENDED APRIL 1, 2016 and MARCH 27, 2015  
(unaudited; in thousands, except share and per share data)

|                                                                             | Three Months Ended |                | Six Months Ended |                |
|-----------------------------------------------------------------------------|--------------------|----------------|------------------|----------------|
|                                                                             | April 1, 2016      | March 27, 2015 | April 1, 2016    | March 27, 2015 |
| Net sales                                                                   | \$33,148           | \$ 31,655      | \$66,081         | \$ 60,484      |
| Cost of sales                                                               | 27,412             | 28,682         | 54,528           | 54,056         |
| Gross profit                                                                | 5,736              | 2,973          | \$11,553         | \$ 6,428       |
| Selling and administrative expenses                                         | 3,721              | 6,320          | 7,755            | 9,566          |
| Restatement and related expenses                                            | 41                 | 730            | (8               | ) 641          |
| Operating profit/(loss)                                                     | 1,974              | (4,077         | ) 3,806          | (3,779 )       |
| Interest and financing expense                                              | 513                | 665            | 802              | 1,199          |
| Income/(loss) from continuing operations before income taxes                | 1,461              | (4,742         | ) 3,004          | (4,978 )       |
| Provision for/(benefit from) income taxes                                   | —                  | —              | —                | —              |
| Income/(loss) from continuing operations                                    | 1,461              | (4,742         | ) 3,004          | (4,978 )       |
| Loss on discontinued operations, net                                        | —                  | (794           | ) —              | (1,353 )       |
| Net income/(loss)                                                           | \$1,461            | \$ (5,536      | ) \$3,004        | \$ (6,331 )    |
| Basic net income/(loss) per common and common equivalent share:             |                    |                |                  |                |
| Earnings/(loss) from continuing operations                                  | \$0.14             | \$ (0.47       | ) \$0.29         | \$ (0.50 )     |
| Earnings/(loss) from discontinued operations                                | —                  | (0.08          | ) \$—            | \$ (0.14 )     |
| Net earnings/loss                                                           | \$0.14             | \$ (0.55       | ) \$0.29         | \$ (0.63 )     |
| Diluted net income/(loss) per common and common equivalent share:           |                    |                |                  |                |
| Earnings/(loss) from continuing operations                                  | \$0.14             | \$ (0.47       | ) \$0.29         | \$ (0.50 )     |
| Earnings/(loss) from discontinued operations                                | —                  | (0.08          | ) —              | (0.14 )        |
| Net earnings/loss                                                           | \$0.14             | \$ (0.55       | ) \$0.29         | \$ (0.63 )     |
| Weighted average number of common and common equivalent shares outstanding: |                    |                |                  |                |
| Basic                                                                       | 10,205,031         | 10,075,719     | 10,210,539       | 9,972,692      |
| Diluted                                                                     | 10,205,031         | 10,075,719     | 10,210,539       | 9,972,692      |

The accompanying notes are an integral part of these condensed consolidated financial statements.

## IEC ELECTRONICS CORP.

## CONDENSED CONSOLIDATED STATEMENTS of CHANGES in STOCKHOLDERS' EQUITY

SIX MONTHS ENDED APRIL 1, 2016 and MARCH 27, 2015

(unaudited; in thousands)

|                                                                       | Common<br>Stock,<br>par \$0.01 | Additional<br>Paid-In<br>Capital | Retained<br>Earnings/<br>(Accumulated<br>Deficit) | Treasury<br>Stock,<br>at cost | Total<br>Stockholders'<br>Equity |
|-----------------------------------------------------------------------|--------------------------------|----------------------------------|---------------------------------------------------|-------------------------------|----------------------------------|
| Balances, September 30, 2014                                          | \$ 111                         | \$ 44,302                        | \$ (25,554 )                                      | \$(1,454)                     | \$ 17,405                        |
| Net loss                                                              | —                              | —                                | \$ (6,331 )                                       | —                             | (6,331 )                         |
| Stock-based compensation                                              | —                              | 1,954                            | —                                                 | —                             | 1,954                            |
| Restricted (non-vested) stock grants, net of forfeitures              | 2                              | (2 )                             | —                                                 | —                             | —                                |
| Exercise of stock options                                             | —                              | 78                               | —                                                 | (75 )                         | 3                                |
| Shares withheld for payment of taxes upon vesting of restricted stock | (1 )                           | (603 )                           | —                                                 | —                             | (604 )                           |
| Balances, March 27, 2015                                              | \$ 112                         | \$ 45,729                        | \$ (31,885 )                                      | \$(1,529)                     | \$ 12,427                        |

|                                                          | Common<br>Stock,<br>par \$0.01 | Additional<br>Paid-In<br>Capital | Retained<br>Earnings/<br>(Accumulated<br>Deficit) | Treasury<br>Stock,<br>at cost | Total<br>Stockholders'<br>Equity |
|----------------------------------------------------------|--------------------------------|----------------------------------|---------------------------------------------------|-------------------------------|----------------------------------|
| Balances, September 30, 2015                             | \$ 112                         | \$ 45,845                        | \$ (35,740 )                                      | \$(1,529)                     | \$ 8,688                         |
| Net income                                               | —                              | —                                | \$ 3,004                                          | —                             | 3,004                            |
| Stock-based compensation                                 | —                              | 162                              | —                                                 | —                             | 162                              |
| Restricted (non-vested) stock grants, net of forfeitures | 1                              | (1 )                             | —                                                 | —                             | —                                |
| Exercise of stock options                                | —                              | —                                | —                                                 | —                             | —                                |
| Employee stock plan purchases                            | —                              | 7                                | —                                                 | —                             | 7                                |
| Return of incentive compensation shares                  | —                              | —                                | —                                                 | (60 )                         | (60 )                            |
| Balances, April 1, 2016                                  | \$ 113                         | \$ 46,013                        | \$ (32,736 )                                      | \$(1,589)                     | \$ 11,801                        |

The accompanying notes are an integral part of these condensed consolidated financial statements.

IEC ELECTRONICS CORP.  
 CONDENSED CONSOLIDATED STATEMENTS of CASH FLOWS  
 SIX MONTHS ENDED APRIL 1, 2016 and MARCH 27, 2015  
 (unaudited; in thousands)

|                                                                       | Six Months Ended |                |
|-----------------------------------------------------------------------|------------------|----------------|
|                                                                       | April 1, 2016    | March 27, 2015 |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>                          |                  |                |
| Net income/(loss)                                                     | \$3,004          | \$ (6,331 )    |
| Less: Loss on discontinued operations, net                            | —                | (1,353 )       |
| Income/(loss) from continuing operations                              | 3,004            | (4,978 )       |
| Non-cash adjustments:                                                 |                  |                |
| Stock-based compensation                                              | 162              | 1,954          |
| Incentive compensation shares returned                                | (60 )            | —              |
| Depreciation and amortization                                         | 1,681            | 2,008          |
| (Gain)/loss on sale of fixed assets                                   | 1                | —              |
| Reserve for doubtful accounts                                         | 112              | (172 )         |
| Provision for excess/obsolete inventory                               | 279              | (715 )         |
| Changes in assets and liabilities:                                    |                  |                |
| Accounts receivable                                                   | 6,580            | 1,729          |
| Inventory                                                             | 1,580            | (4,173 )       |
| Other current assets                                                  | 185              | (1,177 )       |
| Other long term assets                                                | (11 )            | 242            |
| Accounts payable                                                      | (6,497 )         | (121 )         |
| Accrued expenses                                                      | 629              | 96             |
| Customer deposits                                                     | (1,015 )         | 1,483          |
| Other long term liabilities                                           | (14 )            | (83 )          |
| Net cash flows from operating activities-continuing operations        | 6,616            | (3,907 )       |
| Net cash flows from operating activities-discontinued operations      | —                | (620 )         |
| Net cash flows from operating activities                              | 6,616            | (4,527 )       |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>                          |                  |                |
| Purchases of fixed assets                                             | (1,270 )         | (1,854 )       |
| Grant proceeds from outside parties                                   | —                | 698            |
| Net cash flows from investing activities-continuing operations        | (1,270 )         | (1,156 )       |
| Net cash flows from investing activities-discontinued operations      | —                | (52 )          |
| Net cash flows from investing activities                              | (1,270 )         | (1,208 )       |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>                          |                  |                |
| Advances from revolving line of credit                                | 30,271           | 36,738         |
| Repayments of revolving line of credit                                | (32,998)         | (30,137 )      |
| Repayments under other loan agreements                                | (1,696 )         | (1,453 )       |
| Debt issuance costs                                                   | (211 )           | —              |
| Proceeds from exercise of stock options                               | —                | 3              |
| Proceeds from employee stock plan purchases                           | 7                | —              |
| Shares withheld for payment of taxes upon vesting of restricted stock | —                | (604 )         |
| Net cash flows from financing activities-continuing operations        | (4,627 )         | 4,547          |
| Net cash flows from financing activities-discontinued operations      | —                | —              |

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|                                                      |          |          |
|------------------------------------------------------|----------|----------|
| Net cash flows from financing activities             | (4,627 ) | 4,547    |
| Net increase/(decrease) in cash and cash equivalents | 719      | (1,188 ) |
| Cash and cash equivalents, beginning of period       | 407      | 1,980    |
| Cash and cash equivalents, end of period             | \$1,126  | \$ 792   |

Supplemental cash flow information:

|                   |       |        |
|-------------------|-------|--------|
| Interest paid     | \$803 | \$ 769 |
| Income taxes paid | —     | —      |

Non-cash transactions

|                                                    |     |       |
|----------------------------------------------------|-----|-------|
| Fixed assets purchased with extended payment terms | \$— | \$ 22 |
| Incentive compensation shares returned             | 60  | —     |
| Conversion of grant to loan                        | 32  | —     |

The accompanying notes are an integral part of these condensed consolidated financial statements.

IEC ELECTRONICS CORP.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1—OUR BUSINESS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Our Business

IEC Electronics Corp. (“IEC”, “we”, “our”, “us”, or the “Company”) provides electronic contract manufacturing services (“EM”) to companies in various industries that require advanced technology. We specialize in the custom manufacture of high reliability, complex circuit boards and system-level assemblies; a wide array of cable and wire harness assemblies capable of withstanding extreme environments; and precision metal components. We provide EMS where quality and reliability are of paramount importance and when low-to-medium volume, high-mix production is the norm. We utilize state-of-the-art, automated circuit board assembly equipment together with a full complement of high-reliability manufacturing stress testing methods. Our customers are at the center of everything we do and we are capable of reacting and adapting to their ever-changing needs. Our customer-centric approach offers a high degree of flexibility while simultaneously complying with rigorous quality and on-time delivery standards.

Generally Accepted Accounting Principles

IEC's financial statements and accompanying notes are prepared in accordance with accounting principles generally accepted in the United States of America (“GAAP”), as set forth in the Financial Accounting Standards Board's (“FASB”) Accounting Standards Codification (“ASC”).

Fiscal Calendar

The Company’s fiscal year ends on September 30th, and the first three quarters end generally on the Friday closest to the last day of the calendar quarter.

Consolidation

The consolidated financial statements include the accounts of IEC and its wholly owned subsidiaries: IEC Electronics Wire and Cable, Inc. (“Wire and Cable”); IEC Electronics Corp-Albuquerque (“Albuquerque”); and IEC Analysis & Testing Laboratory, LLC (“ATL”), formerly Dynamic Research and Testing Laboratories, LLC. The Celmet unit (“Celmet”) operates as a division of IEC. As further discussed in Note 2—SCB Divestiture and Discontinued Operations, the operations of our wholly-owned subsidiary, formerly known as Southern California Braiding, Inc. (“SCB”), were divested during the fourth quarter of fiscal 2015. All significant intercompany transactions and accounts are eliminated in consolidation.

Unaudited Financial Statements

The accompanying unaudited financial statements for the three and six months ended April 1, 2016 and March 27, 2015 have been prepared in accordance with GAAP for interim financial information. In the opinion of management, all adjustments required for a fair presentation of the information have been made. The accompanying financial statements should be read in conjunction with the financial statements and notes included in the Company's Annual Report on Form 10-K for the fiscal year ended September 30, 2015.

Reclassifications

Prior year financial statement amounts are reclassified as necessary to conform to the current year presentation, including presentation of results of discontinued operations.

#### Cash and Cash Equivalents

The Company's cash and cash equivalents principally represent deposit accounts with Manufacturers and Traders Trust Company ("M&T Bank"), a banking corporation headquartered in Buffalo, NY.

#### Allowance for Doubtful Accounts

The Company establishes an allowance for doubtful accounts receivable based on the age of outstanding invoices and management's evaluation of collectability. Accounts are written off after all reasonable collection efforts have been exhausted and management concludes that likelihood of collection is remote.

## Inventory Valuation

Inventories are stated at the lower of cost or market value under the first-in, first-out method. The Company regularly assesses slow-moving, excess and obsolete inventory and maintains balance sheet reserves in amounts required to reduce the recorded value of inventory to lower of cost or market.

## Property, Plant and Equipment

Property, plant and equipment ("PP&E") are stated at cost and are depreciated over various estimated useful lives using the straight-line method. Maintenance and repairs are charged to expense as incurred, while renewals and improvements are capitalized. At the time of retirement or other disposition of PP&E, cost and accumulated depreciation are removed from the accounts and any gain or loss is recorded in earnings.

Depreciable lives generally used for PP&E are presented in the table below. Leasehold improvements are amortized over the shorter of the lease term or estimated useful life of the improvement.

| PP&E Lives                 | Estimated<br>Useful Lives<br>(years) |
|----------------------------|--------------------------------------|
| Land improvements          | 10                                   |
| Buildings and improvements | 5 to 40                              |
| Machinery and equipment    | 3 to 5                               |
| Furniture and fixtures     | 3 to 7                               |

## Intangible Assets

Intangible assets (other than goodwill) are those that lack physical substance and are not financial assets. Such assets held by IEC were acquired in connection with business combinations and the remaining assets represent economic benefits associated with a property tax abatement. Values assigned to individual intangible assets are amortized using the straight-line method over their estimated useful lives.

## Reviewing Long-Lived Assets for Potential Impairment

ASC 360-10 (Property, Plant and Equipment) and ASC 350-30 (Intangibles) require the Company to test long-lived assets (PP&E and definitive lived assets) for recoverability whenever events or circumstances indicate that the carrying amount may not be recoverable. If carrying value exceeds undiscounted future cash flows attributable to an asset, it is considered impaired and the excess of carrying value over fair value must be charged to earnings. No impairment charges were recorded by IEC for property, plant and equipment or intangibles in fiscal 2016.

## Goodwill

Goodwill represents the excess of cost over fair value of net assets acquired in a business combination. Under ASC 350, goodwill is not amortized but is reviewed for impairment at least annually or when events or circumstances indicate that carrying value may exceed fair value. The Company may elect to precede a quantitative review for impairment with a qualitative assessment of the likelihood that fair value of a particular reporting unit exceeds carrying value. If the qualitative assessment leads to a conclusion that it is more than 50 percent likely that fair value exceeds carrying value, no further testing is required. In the event of a less favorable outcome, the Company is required to proceed with quantitative testing.

The quantitative process entails comparing the overall fair value of the unit to which goodwill relates to carrying value. If fair value exceeds carrying value, no further assessment of potential impairment is required. If fair value of the unit is less than carrying value, a valuation of the unit's individual assets and liabilities is required to determine whether or not goodwill is impaired. Goodwill impairment losses are charged to earnings.

IEC's remaining goodwill relates to Celmet, which was acquired in July 2010.

## Leases

At the inception of a lease covering equipment or real estate, the lease agreement is evaluated under criteria discussed in ASC 840-10-25 (Leases). Leases meeting one of four key criteria are accounted for as capital leases and all others are treated as operating leases. Under a capital lease, the discounted value of future lease payments becomes the basis for recognizing an asset and a borrowing, and lease payments are allocated between debt reduction and interest. For operating leases, payments are recorded as rent expense. Criteria for a capital lease include (i) transfer of ownership during the lease term; (ii) existence of a bargain purchase option under terms that make it likely to be exercised; (iii) a lease term equal to 75 percent or more of the economic life of the leased property; and (iv) minimum lease payments that equal or exceed 90 percent of the fair value of the property.

## Legal Contingencies

When legal proceedings are brought or claims are made against us and the outcome is uncertain, ASC 450-10 (Contingencies) requires that we determine whether it is probable that an asset has been impaired or a liability has been incurred. If such impairment or liability is probable and the amount of loss can be reasonably estimated, the loss must be charged to earnings.

When it is considered probable that a loss has been incurred, but the amount of loss cannot be estimated, disclosure but not accrual of the probable loss is required. Disclosure of a loss contingency is also required when it is reasonably possible, but not probable, that a loss has been incurred.

## Customer Deposits

Customer deposits represent amounts invoiced to customers for which the revenue has not yet been earned and therefore represent a commitment for the Company to deliver goods or services in the future. Deposits are generally short term in nature and are recognized as revenue when earned.

## Grants from Outside Parties

Grants from outside parties are recorded as other long-term liabilities and are amortized over the same period during which the associated fixed assets are depreciated.

## Derivative Financial Instruments

The Company actively monitors its exposure to interest rate risk and from time to time uses derivative financial instruments to manage the impact of this risk. The Company uses derivatives only for purposes of managing risk associated with underlying exposures. The Company does not trade or use instruments with the objective of earning financial gains on the interest rate, nor does the Company use derivative instruments where it does not have underlying exposures. The Company manages its hedging position and monitors the credit ratings of counterparties and does not anticipate losses due to counterparty nonperformance. However, the Company's use of derivative financial instruments may result in short-term gains or losses and increased earnings volatility. The Company's instruments are recorded in the consolidated balance sheets at fair value in other assets or other long-term liabilities.

## Fair Value Measurements

Under ASC 825 (Financial Instruments), the Company is required to disclose the fair value of financial instruments for which it is practicable to estimate value. The Company's financial instruments consist of cash, accounts receivable, accounts payable, accrued liabilities, borrowings and an interest rate swap agreement. IEC believes that recorded

value approximates fair value for all cash, accounts receivable, accounts payable and accrued liabilities.

ASC 820 (Fair Value Measurements and Disclosures) defines fair value, establishes a framework for measurement, and prescribes related disclosures. ASC 820 defines fair value as the price that would be received upon sale of an asset or would be paid to transfer a liability in an orderly transaction. Inputs used to measure fair value are categorized under the following hierarchy:

Level 1: Quoted prices in active markets for identical assets or liabilities that the Company can access at the measurement date.

Level 2: Quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; and model-derived valuations in which all significant inputs are observable market data.

Level 3: Model-derived valuations in which one or more significant inputs are unobservable.

The Company deems a transfer between levels of the fair value hierarchy to have occurred at the beginning of the reporting period. There were no such transfers during fiscal 2016 or fiscal 2015.

#### Revenue Recognition

The Company's revenue is principally derived from the sale of electronic products built to customer specifications, but also from other value-added support services and repair work. Revenue from product sales is recognized when (i) goods are shipped or title and risk of ownership have passed, (ii) the price to the buyer is fixed or determinable, and (iii) realization is reasonably assured. Service revenue is generally recognized once the service has been rendered. For material management arrangements, revenue is generally recognized as services are rendered. Under such arrangements, some or all of the following services may be provided: design, bid, procurement, testing, storage or other activities relating to materials the customer expects to incorporate into products that it manufactures. Value-added support services revenue, including material management and repair work revenue, amounted to less than 5% of total revenue in each of the first six months of fiscal 2016 and fiscal 2015.

Provisions for discounts, allowances, rebates, estimated returns and other adjustments are recorded in the period the related sales are recognized.

#### Stock-Based Compensation

ASC 718 (Stock Compensation) requires that compensation expense be recognized for equity awards based on fair value as of the date of grant. For stock options, the Company uses the Black-Scholes pricing model to estimate grant date fair value. Costs associated with stock awards are recorded over requisite service periods, generally the vesting period. If vesting is contingent on the achievement of performance objectives, fair value is accrued over the period the objectives are expected to be achieved only if it is considered probable that the objectives will be achieved. The Company also has an employee stock purchase plan ("ESPP") that provides for discounted stock purchase price. Compensation expense related to the discount is recognized as employees contribute to the plan. During fiscal 2015 and the first quarter of fiscal 2016, the ESPP was suspended in connection with the 2014 Restatements described below. The ESPP was reinstated as of the beginning of the second quarter of fiscal 2016.

#### Restatement and Related Expenses

The Company restated its consolidated financial statements for the fiscal year ended September 30, 2012, and the interim fiscal quarters and year to date periods within the year ended September 30, 2012, included in the Company's Annual Report on Form 10-K/A and the fiscal quarter ended December 28, 2012, as reported in the Company's

Quarterly Report on Form 10-Q/A for that fiscal quarter (the "Prior Restatement"). The Company also restated its consolidated financial statements for the fiscal year ended September 30, 2014, and its interim financial statements for each quarterly period within the year ended September 30, 2014, included in the Company's Annual Report on Form 10-K/A, to correct an error in the valuation allowance on deferred income tax assets as well as an error in estimating excess and obsolete inventory reserves (the "2014 Restatements"). The Prior Restatement and the 2014 Restatements together are referred to as the "Restatements".

Restatement and related expenses represent third-party expenses arising from the Restatements. These expenses include legal and accounting fees incurred by the Company from external counsel and independent accountants directly attributable to the Restatements as well as other matters arising from the Prior Restatement including those more fully described in Note 17—Litigation. The Company receives reimbursement for certain of these expenses which may result in a benefit in a given period.

## Legal Expense Accrual

The Company records legal expenses as they are incurred, based on invoices received or estimates provided by legal counsel. Future estimated legal expenses are not recorded until incurred.

## Income Taxes and Deferred Taxes

ASC 740 (Income Taxes) requires recognition of deferred tax assets and liabilities for the expected future tax consequences of events that have been included in the financial statements or tax returns, but not in both. Deferred tax assets are also established for tax benefits associated with tax loss and tax credit carryforwards. Such deferred balances reflect tax rates that are scheduled to be in effect, based on currently enacted legislation, in the years the book/tax differences reverse and tax loss and tax credit carryforwards are expected to be realized. An allowance is established for any deferred tax asset for which realization is not likely.

ASC 740 also prescribes the manner in which a company measures, recognizes, presents, and discloses in its financial statements uncertain tax positions that a company has taken or expects to take on a tax return. The Company recognizes tax benefits from uncertain tax positions only if it is more likely than not that the position will be sustained following examination by taxing authorities, based on technical merits of the position. The Company believes that it has no material uncertain tax positions.

Any interest or penalties incurred are reported as interest expense. The Company's income tax filings are subject to audit by various tax jurisdictions and current open years are fiscal 2010 through fiscal 2014. The Company is currently under federal income tax audit for fiscal 2013 and does not expect the audit to have a material impact on the financial statements.

## Earnings Per Share

Basic earnings per common share are calculated by dividing income available to common stockholders by the weighted average number of shares outstanding during each period. Diluted earnings per common share add to the denominator incremental shares resulting from the assumed exercise of all potentially dilutive stock options, as well as restricted (non-vested) stock, restricted stock units ("RSUs") and anticipated issuances under the employee stock purchase plan. Options, restricted stock and RSUs are primarily held by directors, officers and certain employees. A summary of shares used in earnings per share ("EPS") calculations follows.

|                                     | Three Months Ended |                   | Six Months Ended |                   |
|-------------------------------------|--------------------|-------------------|------------------|-------------------|
|                                     | April 1,<br>2016   | March 27,<br>2015 | April 1,<br>2016 | March 27,<br>2015 |
| Shares for EPS Calculation          |                    |                   |                  |                   |
| Weighted average shares outstanding | 10,205,031         | 10,075,719        | 10,210,539       | 9,972,692         |
| Incremental shares                  | —                  | —                 | —                | —                 |
| Diluted shares                      | 10,205,031         | 10,075,719        | 10,210,539       | 9,972,692         |
| Anti-dilutive shares excluded       | 804,965            | 658,905           | 804,965          | 658,905           |

As a result of the incremental shares being negative for the three and six months ended April 1, 2016, the Company calculated diluted earnings per share using weighted average basic shares outstanding, as using diluted shares would be anti-dilutive. As a result of the net loss for three and six months ended March 27, 2015, the Company calculated diluted earnings per share using weighted average basic shares outstanding, as using diluted shares would be anti-dilutive to loss per share.

## Dividends

IEC does not pay dividends on its common stock, as it is the Company's current policy to retain earnings for use in the business. Furthermore, the Company's Fifth Amended and Restated Credit Facility Agreement with M&T Bank includes certain restrictions on paying cash dividends as more fully described in Note 8—Credit Facilities.

## Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, income and expenses and the disclosure of contingent assets and liabilities. Actual results may differ from management's estimates.

## Statements of Cash Flows

The Company presents operating cash flows using the indirect method of reporting under which non-cash income and expense items are removed from net income.

## Recently Issued Accounting Standards

FASB Accounting Standard Update ("ASU") 2014-09, "Revenue from Contracts with Customers" was issued May 2014 and updates the principles for recognizing revenue. The ASU will supersede most of the existing revenue recognition requirements in GAAP and will require entities to recognize revenue at an amount that reflects the consideration to which a company expects to be entitled in exchange for transferring goods or services to a customer. This ASU also amends the required disclosures of the nature, amount, timing and uncertainty of revenue and cash flows arising from contracts with customers. The guidance is effective for annual periods beginning after December 15, 2017, including interim periods within that period. Early adoption is permitted for annual periods beginning after December 15, 2016. The Company is determining its implementation approach and evaluating the potential impacts of the new standard on its existing revenue recognition policies and procedures.

FASB ASU 2016-08, "Revenue from Contracts with Customers (Topic 606): Principal versus Agent Considerations" was issued in March 2016 and improves implementation guidance on principal versus agent considerations. The effective dates are the same as those for Topic 606.

FASB ASU 2016-10, "Revenue from Contracts with Customers (Topic 606): Identifying Performance Obligations and Licensing" was issued in April 2016 and adds further guidance on identifying performance obligations as well as improving licensing implementation guidance. The amendments do not change the core principle of the guidance in Topic 606. The effective dates are the same as those for Topic 606.

FASB ASU 2014-12, "Compensation - Stock Compensation (Topic 718), Accounting for Share-Based Payments When the Terms of an Award Provide That a Performance Target Could Be Achieved after the Requisite Service Period" was issued June 2014. This guidance was issued to resolve diversity in accounting for performance targets. A performance target in a share-based payment that affects vesting and that could be achieved after the requisite service period should be accounted for as a performance condition and should not be reflected in the award's grant date fair value. Compensation cost should be recognized over the required service period, if it is probable that the performance condition will be achieved. The guidance is effective for annual periods beginning after December 15, 2015 and interim periods within those annual periods. The Company does not anticipate a significant impact upon adoption.

FASB ASU 2014-15, "Presentation of Financial Statements-Going Concern (Subtopic 205-40), Disclosure of Uncertainties about an Entity's Ability to Continue as a Going Concern" was issued September 2014. This provides guidance on determining when and how to disclose going-concern uncertainties in the financial statements. The new standard requires management to perform interim and annual assessments of an entity's ability to continue as a going concern within one year of the date the financial statements are issued. An entity must provide certain disclosures if conditions or events raise substantial doubt about the entity's ability to continue as a going concern. The ASU applies to all entities and is effective for annual periods ending after December 15, 2016, and interim periods thereafter, with early adoption permitted. The Company does not anticipate a significant impact upon adoption.

FASB ASU 2015-03, "Interest - Imputation of Interest (Subtopic 835-30), Simplifying the Presentation of Debt Issuance Costs" was issued in April 2015. These amendments require that debt issuance costs related to a recognized debt liability be presented in the balance sheet as a direct deduction from the carrying amount of that debt liability, consistent with debt discounts. The ASU applies to all entities and is effective for public business entities for annual periods ending after December 15, 2015, and interim periods thereafter, with early adoption permitted. The guidance

should be applied on a retrospective basis. The Company does not anticipate a significant impact upon adoption.

FASB ASU 2015-11, "Simplifying the Measurement of Inventory" was issued in July, 2015. This requires entities to measure most inventory "at the lower of cost and net realizable value," thereby simplifying the current guidance under which an entity must measure inventory at the lower of cost or market. The ASU will not apply to inventories that are measured by using either the last-in, first-out method or the retail inventory method. For public business entities, the ASU is effective prospectively for annual periods beginning after December 15, 2016, and interim periods therein. Upon transition, entities must disclose the nature of and reason for the accounting change. The Company does not anticipate a significant impact upon adoption.

FASB ASU 2015-17, "Income Taxes Balance Sheet Classification of Deferred Taxes" was issued in November 2015. This requires entities to classify deferred tax liabilities and assets as noncurrent in a classified statement of financial position and applies to all entities that present a classified statement of financial position. For public entities, this update is effective for

financial statements issued for annual periods beginning after December 15, 2016, and interim periods within those annual periods. The Company does not anticipate a significant impact upon adoption.

FASB ASU 2016-09, "Compensation - Stock Compensation: Improvements to Employee Share-Based Payment Accounting" was issued in March 2016. This simplifies accounting for several aspects of share-based payment including income tax consequences, classification of awards as either equity or liability and classification on the statement of cash flows. For public entities, this update is effective for financial statements issued for annual periods beginning after December 15, 2016, and interim periods within those annual periods. The Company does not anticipate a significant impact upon adoption.

#### NOTE 2—SCB DIVESTITURE AND DISCONTINUED OPERATIONS

As previously disclosed, SCB, a wholly owned subsidiary of the Company, entered into an Asset Purchase Agreement (the "Asset Purchase Agreement"), effective as of July 9, 2015, by and between SCB and DCX-Chol Enterprises, Inc. ("DCX"), whereby DCX purchased the multi-conductor stranded copper cable and harness assemblies manufacturing and servicing business previously operated by SCB. DCX, a provider of engineered high performance interconnect products, purchased substantially all assets and assumed certain obligations and liabilities of SCB for the agreed upon selling price of \$2.5 million, adjusted to \$2.4 million due to certain deposits and proration. DCX paid the adjusted purchase price in cash at closing. The Asset Purchase Agreement contains indemnification provisions of each party with respect to breaches of representations, warranties and covenants and certain other specified matters. Prior to this transaction, there were no material relationships between the Company and DCX or between DCX and any officer, director or affiliate of the Company.

During the third quarter of fiscal 2015, the Company received an offer from DCX to purchase substantially all the assets and assume certain liabilities of SCB for approximately \$2.5 million. The Company's willingness to accept the offer was considered to be an indication of fair value and as such, impairment charges of \$4.1 million were taken to adjust SCB's assets to fair value as of June 26, 2015.

The pre-tax loss on the sale of SCB for the year ended September 30, 2015 included in Loss on discontinued operations, net in the income statement was calculated as follows:

|                                    |                 |
|------------------------------------|-----------------|
|                                    | July 9,<br>2015 |
| (in thousands)                     | (unaudited)     |
| Purchase price                     | \$ 2,405        |
| Net book value of assets sold      | (2,630 )        |
| Legal fees associated with closing | (114 )          |
| Finder's fee                       | (50 )           |
| Sales tax on asset sale            | (20 )           |
| Other                              | (24 )           |
| Loss on sale of SCB                | \$ (433 )       |

Carrying amounts of major classes of assets and liabilities that were disposed of follows:

|                        |                 |
|------------------------|-----------------|
|                        | July 9,<br>2015 |
| (in thousands)         | (unaudited)     |
| Inventories, net       | 1,803           |
| Other current assets   | 53              |
| Fixed assets, net      | 916             |
| Intangible assets, net | —               |
| Customer deposits      | (142 )          |
| Net assets sold        | 2,630           |



SCB's revenue and loss before income taxes follows:

|                          | Three<br>Months<br>Ended<br>March 27,<br>2015 | Six<br>Months<br>Ended<br>March<br>27,<br>2015 |
|--------------------------|-----------------------------------------------|------------------------------------------------|
| (in thousands)           |                                               |                                                |
| Net sales                | 1,257                                         | 3,420                                          |
| Loss before income taxes | (789 )                                        | (1,338 )                                       |

The loss on discontinued operations for the three and six months ended March 27, 2015 was comprised of operating losses; there was no provision or benefit from taxes for these periods.

#### NOTE 3—ALLOWANCE FOR DOUBTFUL ACCOUNTS

A summary follows of activity in the allowance for doubtful accounts during the six months ended April 1, 2016 and March 27, 2015.

|                                 | Six Months<br>Ended<br>April 1, 2016 | March 27,<br>2015 |
|---------------------------------|--------------------------------------|-------------------|
| Allowance for Doubtful Accounts |                                      |                   |
| (in thousands)                  |                                      |                   |
| Allowance, beginning of period  | \$423                                | \$ 525            |
| Provision for doubtful accounts | 270                                  | (114 )            |
| Write-offs                      | (158 )                               | (58 )             |
| Allowance, end of period        | \$535                                | \$ 353            |

#### NOTE 4—INVENTORIES

A summary of inventory by category at period end follows:

| Inventories                           | April 1,<br>2016 | September 30,<br>2015 |
|---------------------------------------|------------------|-----------------------|
| (in thousands)                        |                  |                       |
| Raw materials                         | \$14,251         | \$ 17,637             |
| Work-in-process                       | 7,991            | 8,512                 |
| Finished goods                        | 3,668            | 1,341                 |
| Total inventories                     | 25,910           | 27,490                |
| Reserve for excess/obsolete inventory | (2,016 )         | (1,737 )              |
| Inventories, net                      | \$23,894         | \$ 25,753             |

## NOTE 5—FIXED ASSETS

A summary of fixed assets and accumulated depreciation at period end follows:

| Fixed Assets                | April 1,<br>2016 | September 30,<br>2015 |
|-----------------------------|------------------|-----------------------|
| (in thousands)              |                  |                       |
| Land and improvements       | \$ 1,601         | \$ 1,601              |
| Buildings and improvements  | 14,199           | 14,161                |
| Machinery and equipment     | 26,324           | 26,061                |
| Furniture and fixtures      | 7,328            | 7,291                 |
| Construction in progress    | 1,958            | 1,028                 |
| Total fixed assets, at cost | 51,410           | 50,142                |
| Accumulated depreciation    | (36,345 )        | (34,699 )             |
| Fixed assets, net           | \$ 15,065        | \$ 15,443             |

Depreciation expense during the three and six months ended April 1, 2016 and March 27, 2015 follows:

|                      | Three Months<br>Ended |        | Six Months Ended   |          |
|----------------------|-----------------------|--------|--------------------|----------|
|                      | April March 27,       |        | April 1, March 27, |          |
|                      | 2016                  | 2015   | 2016               | 2015     |
| (in thousands)       |                       |        |                    |          |
| Depreciation expense | \$ 807                | \$ 938 | \$ 1,647           | \$ 1,984 |

## NOTE 6—INTANGIBLE ASSETS

IEC's intangible assets (other than goodwill) were acquired in connection with purchase of Albuquerque in fiscal 2010.

Albuquerque's building and land were acquired subject to an Industrial Revenue Bond ("IRB") that exempts the property from real estate taxes for the term of the IRB. The tax abatement was valued at \$360 thousand at the date of acquisition, and such value is being amortized over the 9.2 year exemption period that remained as of the acquisition date. No impairment has been taken for this asset since the Albuquerque acquisition.

A summary of intangible assets by category and accumulated amortization at period end follows:

| Intangible Assets                    | April 1,<br>2016 | September 30,<br>2015 |
|--------------------------------------|------------------|-----------------------|
| (in thousands)                       |                  |                       |
| Property tax abatement - Albuquerque | 360              | 360                   |
| Accumulated amortization             | (245 )           | (226 )                |
| Intangible assets, net               | \$ 115           | \$ 134                |

Amortization expense during the three and six months ended April 1, 2016 and March 27, 2015 follows:

|                      | Three Months<br>Ended |      | Six Months<br>Ended |      |
|----------------------|-----------------------|------|---------------------|------|
|                      | April March 27,       |      | April March 27,     |      |
|                      | 2016                  | 2015 | 2016                | 2015 |
| (in thousands)       |                       |      |                     |      |
| Amortization Expense |                       |      |                     |      |

Intangible amortization expense \$10 \$ 64 \$20 \$ 127

A summary of amortization expense for the next five years follows:

| Future Amortization        | Estimated<br>future<br>amortization |
|----------------------------|-------------------------------------|
| (in thousands)             |                                     |
| Twelve months ended March, |                                     |
| 2017                       | \$ 39                               |
| 2018                       | 39                                  |
| 2019                       | 37                                  |
| 2020 and thereafter        | —                                   |

#### NOTE 7—GOODWILL

The goodwill balance of \$0.1 million resulted from the acquisition of Celmet in fiscal 2010. There has been no impairment for this goodwill since the acquisition date.

#### NOTE 8—CREDIT FACILITIES

A summary of borrowings at period end follows:

|                                     | Fixed/<br>Variable<br>Rate | Maturity Date | April 1, 2016<br>Balance | Interest<br>Rate <sup>(1)</sup> | September 30,<br>2015<br>Balance | Interest<br>Rate <sup>(1)</sup> |
|-------------------------------------|----------------------------|---------------|--------------------------|---------------------------------|----------------------------------|---------------------------------|
| Debt<br>(in thousands)              |                            |               |                          |                                 |                                  |                                 |
| M&T credit facilities:              |                            |               |                          |                                 |                                  |                                 |
| Revolving Credit Facility           | v                          | 1/18/2018     | \$9,688                  | 4.69 %                          | \$12,415                         | 4.50 %                          |
| Term Loan A                         | f                          | 2/1/2020      | 4,156                    | 3.98                            | 4,804                            | 3.98                            |
| Term Loan B                         | v                          | 2/1/2023      | 9,567                    | 3.69                            | 10,383                           | 3.45                            |
| Albuquerque Mortgage Loan           | v                          | 2/1/2018      | 2,311                    | 4.94                            | 2,467                            | 4.75                            |
| Celmet Building Term Loan           | f                          | 11/7/2018     | 986                      | 4.72                            | 1,062                            | 4.72                            |
| Other credit facilities:            |                            |               |                          |                                 |                                  |                                 |
| Albuquerque Industrial Revenue Bond | f                          | 3/1/2019      | 100                      | 5.63                            | 100                              | 5.63                            |
| Wayne County IDA Loan to Grant      | f                          | 12/31/2019    | 32                       | 2.00                            | —                                | —                               |
| Total debt                          |                            |               | 26,840                   |                                 | 31,231                           |                                 |
| Less: current portion               |                            |               | (2,679 )                 |                                 | (2,908 )                         |                                 |
| Long-term debt                      |                            |               | \$24,161                 |                                 | \$28,323                         |                                 |

<sup>(1)</sup> Rates noted are before impact of interest rate swap.

#### M&T Bank Credit Facilities

On December 14, 2015, the Company and M&T Bank entered into the Fifth Amended and Restated Credit Facility Agreement (“Fifth Amended Credit Agreement”), which amends and restates in its entirety the Fourth Amended and Restated Credit Facility Agreement dated as of January 18, 2013, as amended (the “2013 Credit Agreement”).

Borrowings under the Fifth Amended Credit Agreement are secured by, among other things, the assets of IEC and its subsidiaries. The Fifth Amended Credit Agreement prohibits the Company from paying dividends or repurchasing or redeeming its common stock without first obtaining the consent of M&T Bank.

Except as described below, the terms, conditions, covenants, guarantees and collateral previously in effect under the 2013 Credit Agreement will continue substantially unchanged under the Fifth Amended Credit Agreement. Before entering into the Fifth Amended Credit Agreement, the Company and M&T Bank were performing under the terms of the Sixth Amendment to the 2013 Credit Agreement entered into on May 8, 2015 ("the Sixth Amendment").

Individual debt facilities provided under the Fifth Amended Credit Agreement, which remain mostly unchanged from the 2013 Credit Agreement, are described below:

- a) Revolving Credit Facility (“Revolver”): Up to \$20 million is available through January 18, 2018. The maximum amount the Company may borrow is determined based on a borrowing base calculation described below.
- b) Term Loan A: \$10.0 million was borrowed on January 18, 2013. Principal is being repaid in 108 equal monthly installments of \$93 thousand.
- c) Term Loan B: \$14.0 million was borrowed on January 18, 2013. Principal is being repaid in 120 equal monthly installments of \$117 thousand.
- d) Albuquerque Mortgage Loan: \$4.0 million was borrowed on December 16, 2009. The loan is secured by real property in Albuquerque, NM, and principal is being repaid in equal monthly installments of \$22 thousand plus a balloon payment of \$1.8 million due at maturity.
- e) Celmet Building Term Loan: \$1.3 million was borrowed on November 8, 2013 pursuant to an amendment to the 2013 Credit Agreement. The proceeds were used to reimburse the Company’s cost of purchasing its Rochester, New York facility. Principal is being repaid in 59 equal monthly installments of \$11 thousand plus a balloon payment due at maturity.

#### Borrowing Base

Under the Fifth Amended Credit Agreement, the maximum amount the Company can borrow under the Revolver is the lesser of (i) 85% of eligible receivables plus 35% of eligible inventories (up to a cap of \$3.75 million) or (ii) \$20.0 million. The Sixth Amendment removed the provision from the 2013 Credit Agreement, that allowed the Company to elect that another 35% of eligible inventories be included in the borrowing base for limited periods of time during which a higher rate of interest was charged on the Revolver. Borrowings based on inventory balances were limited to a cap of \$3.75 million, or when subject to the higher percentage limit, \$4.75 million. The Sixth Amendment also removed the provision in the 2013 Credit Agreement that allowed for borrowing at an increased interest rate margin based on 85% of eligible receivables plus 70% of eligible inventories up to a maximum of \$4.75 million.

At April 1, 2016 and September 30, 2015, the upper limit on Revolver borrowings was \$17.8 million and \$20.0 million, respectively. Average available balances on the Revolver amounted to \$9.9 million during the six months ended April 1, 2016.

#### Interest Rates

Under the Fifth Amended Credit Agreement, variable rate debt accrues interest at LIBOR plus the applicable marginal interest rate that fluctuates based on the Company's Debt to EBITDAS Ratio, as defined below. Under the Fifth Amended Credit Agreement the applicable marginal interest rate was fixed on December 14, 2015 as follows: 4.25% for the Revolver, 4.50% for the Albuquerque Mortgage Loan and 3.25% for the Term Loan B, until the tenth day following the date the Company delivered its quarterly covenant calculation for the first quarter of fiscal 2016. Subsequent to this date, for the variable rate debt, the interest rate is LIBOR plus the applicable margin interest rate that is based on the Company's Debt to EBITDAS Ratio, as defined below. Changes to applicable margins and unused fees resulting from the Debt to EBITDAS Ratio generally become effective mid-way through the subsequent quarter. The applicable margins based on the first quarter covenant calculations were as follows: 4.25% for the Revolver, 4.50% for the Albuquerque Mortgage Loan and 3.25% for the Term Loan B.

Prior to December 14, 2015, the Sixth Amendment fixed each facility’s applicable margin through March 31, 2016 as follows: 4.25% for the Revolver, 4.50% for the Albuquerque Mortgage Loan and 3.25% for the Term Loan B. The applicable unused line fee of 0.50% also was extended through March 31, 2016, and thereafter if the Company is not in compliance with its financial covenants.

The Company incurs quarterly unused commitment fees ranging from 0.250% to 0.500% of the excess of \$20.0 million over average borrowings under the Revolver. Fees incurred amounted to \$23.8 thousand and \$30.6 thousand during the six months ended April 1, 2016 and March 27, 2015, respectively. The fee percentage varies based on the Company's Debt to EBITDAS Ratio, as defined below.

### Interest Rate Swap

In connection with the 2013 Credit Agreement, on January 18, 2013, the Company and M&T Bank entered into an interest rate swap arrangement ("Swap Transaction"). The Swap Transaction is for a notional amount of \$14.0 million with an effective date of February 1, 2013 and a termination date of February 1, 2023. The Swap Transaction is designed to reduce the variability of future interest payments with respect to Term Loan B by effectively fixing the annual interest rate payable on the loan's outstanding principal. Pursuant to the Swap Transaction, the Company's one month LIBOR rate is swapped for a fixed rate of 1.32%. When the swap fixed rate is added to the Term Loan B spread of 3.25%, the Company's interest rate applicable to Term Loan B is effectively fixed at 4.57%.

### Financial Covenants

The Fifth Amended Credit Agreement also contains various affirmative and negative covenants including financial covenants. The Company is required to maintain (i) a minimum level of quarterly EBITDAS, as defined below ("Quarterly EBITDAS"), (ii) a ratio of total debt to twelve month EBITDAS ("Debt to EBITDAS Ratio") that is below a specified limit, (iii) a minimum fixed charge coverage ratio ("Fixed Charge Coverage Ratio"), (iv) a maximum level of inventory ("Maximum Inventory"), and (v) a maximum amount of capital expenditures ("Maximum Capital Expenditures"). The Debt to EBITDAS Ratio is the ratio of debt to earnings before interest, taxes, depreciation, amortization and non-cash stock compensation expense ("EBITDAS"). The Fixed Charge Coverage Ratio compares (i) 12 month EBITDA plus non-cash stock compensation expense minus unfinanced capital expenditures minus taxes paid, to (ii) the sum of interest expense, principal payments and dividends, if any (fixed charges). The Maximum Inventory covenant allows for specific levels of inventory as defined by the agreement. The Maximum Capital Expenditures covenants allow for a maximum amount of capital expenditures on an annual basis.

Covenant Ratios in effect at April 1, 2016, pursuant to the Fifth Amended Credit Agreement, are as follows:

Debt to EBITDAS Ratio:

|                                        |                   |
|----------------------------------------|-------------------|
| 6/26/15 through and including 9/30/15  | < 5.75 to<br>1.00 |
| 10/01/15 through and including 1/01/16 | < 5.10 to<br>1.00 |
| 1/02/16 through and including 4/01/16  | < 3.95 to<br>1.00 |
| 4/02/16 through and including 7/01/16  | < 3.65 to<br>1.00 |
| 7/02/16 through and including 9/30/16  | < 3.10 to<br>1.00 |
| Thereafter                             | < 3.10 to<br>1.00 |

Minimum Quarterly EBITDAS :

|                               |              |
|-------------------------------|--------------|
| Fiscal Quarter ending 9/30/15 | \$ 1,500,000 |
| Fiscal Quarter ending 1/01/16 | 1,785,000    |
| Fiscal Quarter ending 4/01/16 | 1,900,000    |
| Fiscal Quarter ending 7/01/16 | 1,800,000    |
| Fiscal Quarter ending 9/30/16 | 2,190,000    |
| Thereafter                    | 2,190,000    |

Fixed Charge Coverage Ratio:

|                                        |                   |
|----------------------------------------|-------------------|
| 6/26/15 through and including 9/30/15  | > 0.45 to<br>1.00 |
| 10/01/15 through and including 1/01/16 | > 0.75 to<br>1.00 |
| 1/02/16 through and including 4/01/16  | > 1.00 to<br>1.00 |
| 4/02/16 through and including 7/01/16  | > 1.10 to<br>1.00 |
| 7/2/16 and thereafter                  | > 1.25 to<br>1.00 |

Maximum Inventory:

|                                                           |              |
|-----------------------------------------------------------|--------------|
| As of January 1, 2016                                     | \$30,000,000 |
| As of April 1, 2016                                       | 29,000,000   |
| As of July 1, 2016                                        | 28,000,000   |
| As of September 30, 2016                                  | 27,000,000   |
| As of December 30, 2016                                   | 26,000,000   |
| As of the end of the Fiscal Quarter ending March 31, 2017 | 25,000,000   |
| As of the end of each Fiscal Quarter thereafter           | 25,000,000   |

|                              |             |
|------------------------------|-------------|
| Maximum Capital Expenditures | \$3,500,000 |
|------------------------------|-------------|

Prior to the Fifth Amended Credit Agreement, pursuant to the Sixth Amendment, M&T agreed to (i) modify the financial covenants related to Quarterly EBITDARS, the Debt to EBITDARS Ratio and the Fixed Coverage Charge Ratio and (ii) waive events of default arising from the Company's non-compliance with these covenants during the

fiscal quarters ended December 26, 2014 and March 27, 2015. Quarterly EBITDARS was the quarterly measurement of earnings before interest, taxes, depreciation, amortization, rent expense and non-cash stock compensation expense. The Debt to EBITDARS Ratio was the ratio of debt to earnings before interest, taxes, depreciation, amortization, rent expense and non-cash stock compensation expense. The Fixed Charge Coverage Ratio compared (i) 12 month EBITDA plus non-cash stock compensation expense minus unfinanced capital expenditures minus cash taxes paid, to (ii) the sum of interest expense, principal payments, sale-leaseback payments and dividends, if any (fixed charges). The Sixth Amendment also amended the definition of EBITDARS under the 2013 Credit Agreement to add back a maximum amount of professional services fees and expenses incurred and paid or to be paid prior to September 30, 2015. EBITDARS as amended and restated meant, for the applicable period, earnings before interest, taxes, depreciation, amortization, plus (i) payments due under the M&T sale-leaseback arrangement, (ii) non-cash stock option expense and (iii) professional services fees and expenses incurred and paid or to be paid prior to September 30, 2015, up to a maximum of (a) for the fiscal quarter ended December 26, 2014, \$235,112, (b) for the fiscal quarter ending March 27, 2015, \$2,652,659, (c) for the fiscal quarter ending June 26, 2015, \$200,000 plus costs incurred and paid by the Company during such fiscal quarter in connection with mortgages, environmental site assessments, title insurance and appraisals and (d)

for the fiscal quarter ending September 30, 2015, \$200,000 plus costs incurred and paid by the Company during such fiscal quarter, all on a consolidated basis and determined in accordance with GAAP on a consistent basis.

The Sixth Amendment also modified the Quarterly EBITDARS covenant to be equal to or greater than \$1.25 million for the fiscal quarter ending June 26, 2015, and \$1.5 million for each fiscal quarter thereafter.

A summary of financial covenant compliance follows:

|                           | Quarterly<br>EBITDAS | Debt to EBITDAS<br>Ratio | Fixed Charge<br>Coverage Ratio | Maximum<br>Inventory | Maximum<br>Capital<br>Expenditures |
|---------------------------|----------------------|--------------------------|--------------------------------|----------------------|------------------------------------|
| Fiscal<br>Quarters        |                      |                          |                                |                      |                                    |
| Second 2016               | Compliant            | Compliant                | Compliant                      | Compliant            | Measured<br>Annually               |
| First 2016                | Compliant            | Compliant                | Compliant                      | Compliant            | Measured<br>Annually               |
| Fourth 2015               | Compliant            | Compliant                | Compliant                      | Not Applicable       | Not<br>Applicable                  |
| Third 2015 <sup>(1)</sup> | Compliant            | Compliant                | Compliant                      | Not Applicable       | Not<br>Applicable                  |
| Second 2015<br>(1)        | Waived               | Waived                   | Waived                         | Not Applicable       | Not<br>Applicable                  |
| First 2015 <sup>(1)</sup> | Waived               | Waived                   | Waived                         | Not Applicable       | Not<br>Applicable                  |

<sup>(1)</sup> The Company was subject to the 2013 Credit Agreement during these periods.

As a result of the 2014 Restatements as described in Note 1—Our Business and Summary of Significant Accounting Policies, the Company was in default of the Credit Agreement for failure to deliver financial statements prepared in accordance with GAAP. The Company received a waiver from M&T regarding this event of default.

#### Other Borrowings

Albuquerque Industrial Revenue Bond: When IEC acquired Albuquerque, the Company assumed responsibility for a) a \$100 thousand Industrial Revenue Bond issued by the City of Albuquerque. Interest on the bond is paid semiannually, and principal is due in its entirety at maturity.

Wayne County IDA Loan to Grant: The Company entered into an agreement with Wayne County, NY to receive b) grant funds while meeting employment targets. As these employment targets were not met, \$32 thousand of the grant is presented as a loan payable. Principal is being repaid in 36 monthly installments of \$917.

#### Events of Default

In addition to the items discussed above, the Fifth Amended Credit Agreement includes the following two events of default:

a) The levying of a penalty or fee (other than routine fees consistent with those historically incurred by the Company in the ordinary course of its business) by the Securities and Exchange Commission against the Company in excess

of \$400,000, individually or in the aggregate.

Legal fees incurred by the Company associated with a Securities and Exchange Commission investigation of the  
b) Company in excess of \$250,000 in any fiscal year, net of any amounts reimbursed to the Company by any insurer  
during such fiscal year.

There were no events of default for the six months ended April 1, 2016.

## Contractual Principal Payments

A summary of contractual principal payments under IEC's borrowings for the next five years taking into consideration the Fifth Amended Credit Agreement follows:

| Debt Repayment Schedule            | Contractual<br>Principal<br>Payments |
|------------------------------------|--------------------------------------|
| (in thousands)                     |                                      |
| Twelve months ended March,<br>2016 | \$ 2,679                             |
| 2017                               | 4,719                                |
| 2018 <sup>(1)</sup>                | 13,044                               |
| 2019                               | 2,315                                |
| 2020 and thereafter                | 4,083                                |
|                                    | \$ 26,840                            |

<sup>(1)</sup> Includes Revolver balance of \$9.7 million at April 1, 2016

## NOTE 9—DERIVATIVE FINANCIAL INSTRUMENTS

## Interest Rate Risk Management

In connection with the 2013 Credit Agreement, on January 18, 2013, the Company and M&T Bank entered into the Swap Transaction. The Swap Transaction is for a notional amount of \$14.0 million with an effective date of February 1, 2013 and a termination date of February 1, 2023. The Swap Transaction is designed to reduce the variability of future interest payments with respect to Term Loan B by effectively fixing the annual interest rate payable on outstanding principal of Term Loan B. Pursuant to the interest rate swap, the Company's one month LIBOR rate is swapped for a fixed rate of 1.32%. As more fully described in Note 8—Credit Facilities, the applicable margin on Term Loan B was fixed at 3.25% until the tenth day following the date the Company delivered its quarterly covenant calculation for the first quarter of fiscal 2016. The applicable margin on Term Loan B based on the quarterly covenant calculation for the first quarter of fiscal 2016 was 3.25%. When the swap fixed rate is added to the Term Loan B spread of 3.25%, the Company's interest rate applicable to Term Loan B is effectively fixed at 4.57%.

The fair value of the interest rate swap agreement represented a liability of \$99.9 thousand and \$46.0 thousand at April 1, 2016 and September 30, 2015, respectively, and was estimated based on Level 2 valuation inputs. The Company did not designate the swap as a cash flow hedge at inception and therefore, the gains or losses from the changes in fair value of the derivative instrument are recognized in earnings for the periods ended April 1, 2016 and September 30, 2015 within interest expense.

The fair value of the interest rate swap of \$99.9 thousand and \$46.0 thousand is recorded in other long-term liability in the Consolidated Balance Sheet at April 1, 2016 and September 30, 2015, respectively.

## NOTE 10—FAIR VALUE OF FINANCIAL INSTRUMENTS

## Financial Instruments Carried at Fair Value

The Company's Swap Transaction is recorded on the balance sheet as either an asset or a liability measured at fair value. The Company estimates the fair value of its Swap Transaction based on Level 2 valuation inputs, including fixed interest rates, LIBOR implied forward interest rates and the remaining time to maturity. At April 1, 2016, the

Swap Transaction was a liability with a fair value of \$99.9 thousand.

#### Financial Instruments Carried at Historical Cost

The Company's long-term debt is not quoted. Fair value was estimated using a discounted cash flow analysis based on Level 2 valuation inputs, including borrowing rates the Company believes are currently available to it for loans with similar terms and maturities.

The Company's debt is carried at historical cost on the balance sheet. A summary of the fair value and carrying value of fixed rate debt at period end follows:

|                           | April 1, 2016 |                | September 30, 2015 |                |
|---------------------------|---------------|----------------|--------------------|----------------|
|                           | Fair Value    | Carrying Value | Fair Value         | Carrying Value |
| (in thousands)            |               |                |                    |                |
| Term Loan A               | 3,972         | 4,156          | 4,412              | 4,804          |
| Celmet Building Term Loan | 911           | 986            | 954                | 1,062          |

The fair value of the remainder of the Company's debt approximated carrying value at April 1, 2016 and September 30, 2015 as it is variable rate debt.

#### NOTE 11—WARRANTY RESERVES

IEC generally warrants its products and workmanship for up to twelve months from date of sale. As an offset to warranty claims, the Company is sometimes able to obtain reimbursement from suppliers for warranty-related costs or losses. Based on historical warranty claims experience and in consideration of sales trends, a reserve is maintained for estimated future warranty costs to be incurred on products and services sold through the balance sheet date.

A summary of additions to and charges against IEC's warranty reserves during the period follows:

|                              | Six Months Ended |                |
|------------------------------|------------------|----------------|
|                              | April 1, 2016    | March 27, 2015 |
| Warranty Reserve             |                  |                |
| (in thousands)               |                  |                |
| Reserve, beginning of period | \$ 399           | \$ 251         |
| Provision                    | 123              | 204            |
| Warranty costs               | (183 )           | (161 )         |
| Reserve, end of period       | \$ 339           | \$ 294         |

#### NOTE 12—DEFERRED GRANTS

The Company received grants for certain facility improvements from state and local agencies in which the Company operates. These grants reimburse the Company for a portion of the actual cost or provide in kind services in support of capital projects.

The Company received a total of \$0.9 million of grants prior to fiscal 2015. There were no deferred grants recorded in fiscal 2016 or fiscal 2015.

One of the Company's grants is a loan to grant agreement. The Company signed a promissory note, which was to be forgiven if certain employment targets are met at specified dates. The portion of the promissory note to be forgiven is calculated by applying the ratio of jobs created to jobs committed to the original note amount. If the employment targets are not met, the Company is obligated to repay the loan with interest. As the Company does not currently expect to meet these employment targets, \$32 thousand of the grant is presented as a loan payable. The remaining portion is recorded as a deferred amount within other long-term liabilities on the balance sheet.

The Company received a government grant for the purchase of equipment upgrades to accommodate existing and anticipated business growth. Required employment targets for this grant were met as of September 30, 2014.

The Company is also the recipient of matching grants from two local governmental agencies related to certain renovations for one of its operating locations. One agency contributed in kind services and property of \$0.1 million while the other contributed cash of \$0.1 million to match expenditures by the Company of at least the same amount.

The grants are amortized over the useful lives of the related fixed assets when there is reasonable assurance that the Company will meet the employment targets. Accumulated amortization for the portion of the Company's loan to grant that was converted to a promissory note was adjusted in the three months ended January 1, 2016.

Grant amortization during the three and six months ended April 1, 2016 and March 27, 2015 follows:

|                    | Three Months<br>Ended<br>April 1, 2016 |       | Six Months<br>Ended<br>March 27, 2015 |       |
|--------------------|----------------------------------------|-------|---------------------------------------|-------|
| (in thousands)     | (unaudited)                            |       | (unaudited)                           |       |
| Grant amortization | \$ 40                                  | \$ 41 | \$ 68                                 | \$ 82 |

#### NOTE 13—STOCK-BASED COMPENSATION

The 2010 Omnibus Incentive Compensation Plan (the “2010 Plan”) was approved by the Company’s stockholders at the January 2011 Annual Meeting. This plan replaced IEC’s 2001 Stock Option and Incentive Plan (the “2001 Plan”), which expired in December 2011. The 2010 Plan, which is administered by the Compensation Committee of the Board of Directors, provides for the following types of awards: incentive stock options, nonqualified options, stock appreciation rights, restricted shares, restricted stock units, performance compensation awards, cash incentive awards, director stock and other equity-based and equity-related awards. Awards are generally granted to certain members of management and employees, as well as directors. Under the 2010 Plan, up to 2,000,000 shares of common stock may be issued over a term of ten years.

Stock-based compensation expense recorded under the 2010 and 2001 Plans as well as the ESPP totaled \$162.0 thousand and \$2.0 million for the six months ended April 1, 2016 and March 27, 2015, respectively. As further discussed in Note 17—Litigation, during the six months ended April 1, 2016, incentive compensation shares were returned by the Company’s former CEO resulting in a reduction to compensation expense of \$60.0 thousand.

At April 1, 2016 there were 801,829 shares available to be issued under the 2010 Plan.

On February 2, 2015, the Company announced that its stockholders elected all seven Vintage Opportunity Fund, LP-nominated directors to the Company’s Board of Directors. This change in the Company’s Board of Directors was deemed a change in control event which triggered automatic vesting for all awards outstanding under the 2010 and 2001 Plans. On the change in control date, 390,882 shares of restricted stock and 119,500 stock options vested, which resulted in stock-based compensation expense of \$1.8 million.

Expenses relating to stock options that comply with certain U.S. income tax rules are neither deductible by the Company nor taxable to the employee. Further information regarding awards granted under the 2001 Plan, 2010 Plan and employee stock purchase plan is provided below.

#### Stock Options

When options are granted, IEC estimates the fair value of the option using the Black-Scholes option pricing model and recognizes the computed value as compensation cost over the vesting period, which is typically four years. The contractual term of options granted under the 2010 Plan is generally seven years.

There were no options granted during the six months ended April 1, 2016. Assumptions used in the Black-Scholes model and the estimated value of options granted during the six months ended March 27, 2015 are included in the table below.

|                      |                                             |
|----------------------|---------------------------------------------|
| Valuation of Options | Six<br>Months<br>Ended<br>March 27,<br>2015 |
|----------------------|---------------------------------------------|

Assumptions for Black-Scholes:

|                           |      |   |
|---------------------------|------|---|
| Risk-free interest rate   | 1.30 | % |
| Expected term in years    | 4.5  |   |
| Volatility                | 40   | % |
| Expected annual dividends | none |   |

Value of options granted:

|                                       |         |
|---------------------------------------|---------|
| Number of options granted             | 447,145 |
| Weighted average fair value per share | \$ 1.48 |
| Fair value of options granted (000's) | \$ 662  |

A summary of stock option activity, together with other related data, follows:

| Stock Options                                                                  | Six Months Ended<br>April 1, 2016 |                                  | March 27, 2015       |                                  |
|--------------------------------------------------------------------------------|-----------------------------------|----------------------------------|----------------------|----------------------------------|
|                                                                                | Number<br>of Options              | Wgt'd. Avg.<br>Exercise<br>Price | Number<br>of Options | Wgt'd. Avg.<br>Exercise<br>Price |
| Outstanding, beginning of period                                               | 717,645                           | \$ 4.40                          | 234,000              | \$ 4.48                          |
| Granted                                                                        | —                                 | —                                | 447,145              | 4.18                             |
| Exercised                                                                      | —                                 | —                                | (25,932 )            | 1.87                             |
| Shares withheld for payment of exercise<br>price upon exercise of stock option | —                                 | —                                | (16,068 )            | 1.88                             |
| Forfeited                                                                      | —                                 | —                                | (8,300 )             | 6.04                             |
| Expired                                                                        | (15,500 )                         | 5.99                             | (7,400 )             | 6.38                             |
| Outstanding, end of period                                                     | 702,145                           | \$ 4.37                          | 623,445              | \$ 4.40                          |
| For options expected to vest                                                   |                                   |                                  |                      |                                  |
| Number expected to vest                                                        | 558,596                           | \$ 4.44                          | 467,670              | \$ 4.50                          |
| Weighted average remaining term, in years                                      | 5.3                               |                                  | 3.2                  |                                  |
| Intrinsic value (000s)                                                         |                                   | \$ 239                           |                      | \$ 37                            |
| For exercisable options                                                        |                                   |                                  |                      |                                  |
| Number exercisable                                                             | 260,036                           | \$ 4.84                          | 207,300              | \$ 5.00                          |
| Weighted average remaining term, in years                                      | 4.4                               |                                  | 1.5                  |                                  |
| Intrinsic value (000s)                                                         |                                   | \$ 77                            |                      | \$ 37                            |
| For non-exercisable options                                                    |                                   |                                  |                      |                                  |
| Expense not yet recognized (000s)                                              |                                   | \$ 597                           |                      | \$ 600                           |
| Weighted average years to be recognized                                        | 3.1                               |                                  | 4.0                  |                                  |
| For options exercised                                                          |                                   |                                  |                      |                                  |
| Intrinsic value (000s)                                                         |                                   | \$ —                             |                      | \$ 119                           |

Changes in the number of non-vested options outstanding, together with other related data, follows:

| Stock Options                   | Six Months Ended<br>April 1, 2016 |                                         | March 27, 2015       |                                         |
|---------------------------------|-----------------------------------|-----------------------------------------|----------------------|-----------------------------------------|
|                                 | Number<br>of Options              | Wgt'd. Avg.<br>Grant Date<br>Fair Value | Number<br>of Options | Wgt'd. Avg.<br>Grant Date<br>Fair Value |
| Non-vested, beginning of period | 546,145                           | \$ 1.41                                 | 112,350              | \$ 2.15                                 |
| Granted                         | —                                 | —                                       | 447,145              | 1.48                                    |
| Vested                          | (104,036)                         | 1.45                                    | (135,050)            | 2.08                                    |
| Forfeited                       | —                                 | —                                       | (8,300 )             | 2.35                                    |
| Non-vested, end of period       | 442,109                           | \$ 1.40                                 | 416,145              | \$ 1.45                                 |

## Restricted (Non-vested) Stock

Holders of IEC restricted stock have voting and dividend rights as of the date of grant, but until vested, the shares may be forfeited and cannot be sold or otherwise transferred. At the end of the vesting period, which is typically four or five years (three years in the case of directors), holders have all the rights and privileges of any other IEC common stockholder. The fair value of a share of restricted stock is its market value on the date of grant, and that value is recognized as stock compensation expense over the vesting period.

A summary of restricted stock activity, together with related data, follows:

| Restricted (Non-vested) Stock                                         | Six Months Ended            |                                 |                             |                                 |
|-----------------------------------------------------------------------|-----------------------------|---------------------------------|-----------------------------|---------------------------------|
|                                                                       | April 1, 2016               |                                 | March 27, 2015              |                                 |
|                                                                       | Number of Non-vested Shares | Wgt. Avg. Grant Date Fair Value | Number of Non-vested Shares | Wgt. Avg. Grant Date Fair Value |
| Outstanding, beginning of period                                      | 54,960                      | \$ 4.23                         | 322,873                     | \$ 4.97                         |
| Granted                                                               | 59,560                      | 4.03                            | 163,655                     | 5.06                            |
| Vested                                                                | (11,700)                    | 4.23                            | (316,539)                   | 5.08                            |
| Shares withheld for payment of taxes upon vesting of restricted stock | —                           | —                               | (133,329)                   | 4.53                            |
| Forfeited                                                             | —                           | —                               | (1,200)                     | 3.91                            |
| Outstanding, end of period                                            | 102,820                     | \$ 4.11                         | 35,460                      | \$ 4.23                         |
| For non-vested shares                                                 |                             |                                 |                             |                                 |
| Expense not yet recognized (000s)                                     |                             | \$ 357                          |                             | \$ 163                          |
| Weighted average remaining years for vesting                          |                             | 2.5                             |                             | 2.0                             |
| For shares vested                                                     |                             |                                 |                             |                                 |
| Aggregate fair value on vesting dates (000s)                          |                             | \$ 43                           |                             | \$ 2,062                        |

## Employee Stock Purchase Plan

The Company administers an ESPP that provides for a discounted stock purchase price. On February 13, 2015, the Compensation Committee of the Company's Board of Directors suspended operation of the ESPP indefinitely in connection with the 2014 Restatements described in Note 1—Our Business and Summary of Significant Accounting Policies. The Compensation Committee of the Company's Board of Directors reinstated the ESPP on December 2, 2015; however, participants were not able to contribute to the ESPP until January, 2016.

Employees currently receive a 10% discount on stock purchases through the ESPP. Employee contributions to the plan, net of withdrawals were \$8.1 thousand and \$8.0 thousand for the six months ended April 1, 2016 and March 27, 2015, respectively. Compensation expense recognized under the ESPP was \$1.0 thousand for both the six months ended April 1, 2016 and March 27, 2015.

## Stock Issued to Board Members

In addition to annual grants of restricted stock, included in the table above, Board members may elect to have their meeting fees paid in the form of shares of the Company's common stock. In connection with the Prior Restatement of the Company's financial statements, the Company determined not to pay, and has not paid, any meeting fees in stock since May 21, 2013.



## NOTE 14—RETIREMENT PLAN

The Company administers a retirement savings plan for the benefit of its eligible employees and their beneficiaries under the provisions of Sections 401(a) and (k) of the Internal Revenue Code. Eligible employees may contribute a portion of their compensation to the plan, and the Company is permitted to make discretionary contributions as determined by the Board of Directors. The Company contributes 25% of the first 6% contributed by all employees at all locations. Company contributions during the six months ended April 1, 2016 and March 27, 2015 both totaled \$132 thousand.

## NOTE 15—INCOME TAXES

Provision for income taxes during the three and six months ended April 1, 2016 and March 27, 2015 follows:

|                                           | Three Months Ended |                | Six Months Ended |                |
|-------------------------------------------|--------------------|----------------|------------------|----------------|
|                                           | April 1, 2016      | March 27, 2015 | April 1, 2016    | March 27, 2015 |
| Income Tax Provision/Benefit              |                    |                |                  |                |
| (in thousands)                            |                    |                |                  |                |
| Provision for/(benefit from) income taxes | \$ —               | \$ —           | \$ —             | \$ —           |

The Company has recorded a full valuation allowance on all deferred tax assets. Although we have recorded a full valuation allowance for all deferred tax assets, including net operating loss carryforwards ("NOLs"), these NOLs remain available to the Company to offset taxable income and reduce tax payments. IEC has federal NOLs for income tax purposes of approximately \$35.8 million at September 30, 2015, expiring mainly in years 2021 through 2026.

At September 30, 2015, the Company also had state NOLs of \$27.9 million, expiring mainly in years 2021 through 2025 and \$1.2 million of New York state investment tax and other credit carryforwards, expiring in various years through 2028. The credits cannot be utilized until the New York NOL is exhausted. Recent New York state corporate tax reform has reduced the business income base rate for qualified manufacturers in New York state to 0% beginning in fiscal 2015 for IEC. As a result of this legislation, the Company has not attributed any value to its state NOLs.

## NOTE 16—MARKET SECTORS AND MAJOR CUSTOMERS

A summary of sales, according to the market sector within which IEC's customers operate, follows:

|                        | Three Months Ended |                | Six Months Ended |                |
|------------------------|--------------------|----------------|------------------|----------------|
| % of Sales by Sector   | April 1, 2016      | March 27, 2015 | April 1, 2016    | March 27, 2015 |
| Aerospace & Defense    | 34%                | 38%            | 37%              | 39%            |
| Medical                | 50%                | 31%            | 46%              | 31%            |
| Industrial             | 14%                | 29%            | 15%              | 27%            |
| Communications & Other | 2%                 | 2%             | 2%               | 3%             |
|                        | 100%               | 100%           | 100%             | 100%           |

Two individual customers each represented 10% or more of sales for the six months ended April 1, 2016. Both customers were from the Medical sector, and represented 18% and 17% of sales. Four individual customers represented 10% or more of sales for the six months ended March 27, 2015. One customer in the Industrial sector represented 18% of sales, while two customers in the Medical sector represented 15% and 10% of sales, and one customer in the Aerospace & Defense sector represented 11% of sales for the six months ended March 27, 2015.

Two individual customers represented 10% or more of receivables and accounted for 29% of outstanding balances at April 1, 2016. Two individual customers also represented 10% or more of receivables and accounted for 21% of the outstanding balances at March 27, 2015.

Credit risk associated with individual customers is periodically evaluated by analyzing the entity's financial condition and payment history. Customers generally are not required to post collateral.

## NOTE 17—LITIGATION

As disclosed in prior filings, the staff of the U.S. Securities and Exchange Commission (the "SEC") is conducting a formal investigation relating to the Prior Restatement and other matters.

During the first quarter of fiscal 2016, the Company began engaging in discussions with the SEC staff concerning a potential resolution of the investigation. These discussions led to the Company reaching a preliminary understanding with the SEC staff regarding a potential settlement. In this regard, the Company understands that the SEC staff is prepared to recommend that the SEC file a settled administrative enforcement action against the Company alleging violations of the antifraud, periodic and current reporting, internal controls, and books-and-records provisions of the federal securities laws. As part of the proposed settlement, the Company would (i) neither admit nor deny the SEC's findings, (ii) pay a penalty of \$200,000, and (iii) agree to cease-and-desist from committing or causing any violations or future violations of those provisions.

Final resolution of the SEC investigation with respect to the Company is subject to final approval of the settlement by the Commissioners of the SEC. Accordingly, there can be no assurance that the Company's efforts to resolve the SEC investigation will be successful or that the settlement terms will be as anticipated. The Company also cannot predict the timing of any settlement or, in the event the proposed settlement is not approved, what the ultimate resolution of the SEC investigation will be with respect to the Company.

In addition, during the first quarter of fiscal 2016, the Company became aware that the SEC staff issued "Wells Notices" to two individuals who are no longer associated with the Company - a former Executive Vice President of the Company and a former Controller of the Company's previously-owned Southern California Braiding, Inc. subsidiary that was the subject of the Prior Restatement. A Wells Notice is an indication that the SEC staff has made a preliminary determination to recommend that the SEC file an enforcement action. Each of these individuals has also reached a preliminary understanding with the SEC staff regarding a potential settlement. The Company cannot predict the outcome of the SEC investigation with respect to these two former employees, including whether their settlements will be approved.

In connection with the Prior Restatement, W. Barry Gilbert, our former chief executive officer and director, voluntarily returned to the Company certain incentive compensation and the proceeds from certain sales of the Company's common stock. These transfers, which were made during the six months ended April 1, 2016, were in the form of cash of \$42 thousand and shares of common stock valued at \$60 thousand.

In June 2015, W. Barry Gilbert, our former chief executive officer and director commenced an arbitration proceeding against us in connection with the termination of his employment agreement effective February 6, 2015. Mr. Gilbert alleged that his termination was not for cause as we have claimed and that we breached the terms of our employment agreement with him by not paying the compensation called for under his employment agreement for a termination without cause.

Effective March 16, 2016, the Company entered into a separation agreement with Mr. Gilbert (the "Separation Agreement"). Pursuant to the terms of the Separation Agreement, Mr. Gilbert received a separation benefit of \$500 thousand that was paid on March 16, 2016, and he will receive \$200 thousand payable by May 16, 2016, \$100 thousand payable on both March 16, 2017 and March 16, 2018, and \$75 thousand payable on each of March 16, 2019 and March 16, 2020. The expense associated with the separation agreement is included in selling and administrative expenses, a portion of which was recorded in the prior fiscal year. The remaining unpaid amount is included in accrued payroll and related expenses.

The separation benefit is subject to acceleration in the event of certain changes in control of the Company. The Company also released Mr. Gilbert from any and all claims and causes of action directly or indirectly related to Mr. Gilbert's employment relationship with the Company. In consideration of the foregoing, Mr. Gilbert agreed to release the Company from any and all claims and causes of action arising out of or relating to his previous employment with the Company, as well as certain other covenants set forth in the Separation Agreement.

From time to time, the Company may be involved in other legal action in the ordinary course of its business, but management does not believe that any such other proceedings commenced through the date of the financial statements included in this Form 10-Q, individually or in the aggregate, will have material adverse effect on the Company's consolidated financial position.

#### NOTE 18—COMMITMENTS AND CONTINGENCIES

##### Loss Contingencies

As discussed in Note 17, (i) the SEC is conducting a formal investigation relating to the Prior Restatement and other matters, (ii) during the first quarter of fiscal 2016, the Company reached a preliminary understanding with the SEC staff concerning a potential resolution of the investigation, and (iii) two individuals who are no longer associated with the Company received Wells Notices from the SEC staff. The Company has insurance that covers the Company and certain individuals (including the

two former employees discussed above) for certain expenses incurred in connection with the SEC investigation. Through January 1, 2016, the Company has received aggregate reimbursements from its primary carrier of approximately \$9.0 million. The Company's insurance policy contains exclusion provisions that are triggered when "a final, non-appealable adjudication" in an underlying proceeding or action "establishes" certain conduct, including "any deliberately fraudulent act or omission or any willful violation of any statute or regulation." The Company anticipates any potential resolution of the SEC investigation will be on a "no admit or deny" basis and, as such, will not "establish" any conduct as part of any "final, non-appealable adjudication." Accordingly, the Company has concluded it is not probable that the insurance carrier would (i) seek to recoup the reimbursement of expenses it has made to the Company or (ii) be successful in the event that recoupment were sought.

#### Purchase Commitments

During August 2011, one of IEC's operating units entered into a five-year agreement with one of its suppliers to purchase a minimum volume of materials in exchange for receiving favorable pricing on the unit's purchases. The agreement was subsequently amended to extend through September 30, 2018. In the event the unit's cumulative purchases do not equal or exceed stated minimums, the supplier has a right to terminate the agreement and the IEC unit would be obligated to pay an early termination fee that declines from \$365 thousand to zero over the term of the agreement. As of the date of this Form 10-Q, the Company expects to exceed the minimum purchase requirements under the agreement, thereby avoiding any termination fee.

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

The information in this Management's Discussion and Analysis should be read in conjunction with the accompanying unaudited consolidated financial statements and notes. All references to Notes are to the accompanying consolidated financial statements and Notes included in this Quarterly Report on Form 10-Q ("Form 10-Q").

#### Forward-Looking Statements

References in this report to "IEC", the "Company", "we", "our", or "us" mean IEC Electronics Corp. and its subsidiaries except where the context otherwise requires. This Form 10-Q contains certain statements that are, or may be deemed to be, forward-looking statements within the meaning of section 27A of the Securities Act of 1933, as amended and section 21E of the Securities Exchange Act of 1934, as amended and are made in reliance upon the protections provided by such Acts for forward-looking statements. These forward-looking statements (such as when we describe what we "believe", "expect" or "anticipate" will occur, and other similar statements) include, but are not limited to, statements regarding future sales and operating results, future prospects, the capabilities and capacities of business operations, any financial or other guidance and all statements that are not based on historical fact, but rather reflect our current expectations concerning future results and events. The ultimate correctness of these forward-looking statements is dependent upon a number of known and unknown risks and events and is subject to various uncertainties and other factors that may cause our actual results, performance or achievements to be different from any future results, performance or achievements expressed or implied by these statements.

The following important factors, among others, could affect future results and events, causing those results and events to differ materially from those views expressed or implied in our forward-looking statements: our ability to successfully remediate material weaknesses in our internal controls; litigation and governmental investigations or proceedings arising out of or relating to accounting and financial reporting matters; business conditions and growth or contraction in our customers' industries, the electronic manufacturing services industry and the general economy; variability of our operating results; our ability to control our material, labor and other costs; our dependence on a limited number of major customers; the potential consolidation of our customer base; availability of component supplies; dependence on certain industries; variability and timing of customer requirements; technological, engineering and other start-up issues related to new programs and products, uncertainties as to availability and timing

of governmental funding for our customers; the impact of government regulations, including FDA regulations; the types and mix of sales to our customers; intellectual property litigation; unforeseen product failures and the potential product liability claims that may be associated with such failures; the availability of capital and other economic, business and competitive factors affecting our customers, our industry and business generally; failure or breach of our information technology systems; and natural disasters. Any one or more of such risks and uncertainties could have a material adverse effect on us or the value of our common stock. For a further list and description of various risks, relevant factors and uncertainties that could cause future results or events to differ materially from those expressed or implied in our forward-looking statements, see the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections elsewhere in this Form 10-Q and other filings with the Securities and Exchange Commission (the "SEC").

All forward-looking statements included in this Form-10-Q are made only as of the date indicated or as of the date of this Form 10-Q. We do not undertake any obligation to, and may not, publicly update or correct any forward-looking statements to reflect events or circumstances that subsequently occur or which we hereafter become aware of, except as required by law. New risks and uncertainties arise from time to time and we cannot predict these events or how they may affect us. When considering these risks, uncertainties and assumptions, you should keep in mind the cautionary statements contained in this report and any

documents incorporated herein by reference. In particular, you should consider the Risk Factors identified in Item 1A of the Company's Annual Report on Form 10-K for the fiscal year ended September 30, 2015. You should read this document and the documents that we incorporate by reference into this Form 10-Q completely and with the understanding that our actual future results may be materially different from what we expect. All forward-looking statements attributable to us are expressly qualified by these cautionary statements.

## Overview

IEC conducts business directly, as well as through its subsidiaries and divisions, Wire and Cable, Albuquerque, Celmet and ATL described in Note 1—Our Business and Summary of Significant Accounting Policies – Our Business and Consolidation. As discussed further in Note 2—SCB Divestiture and Discontinued Operations, the operations of SCB, Company's wholly owned subsidiary, were divested during the fourth quarter of fiscal 2015.

We are a provider of electronic contract manufacturing services (“EMS”) to companies in various industries that require advanced technology for mission-critical applications. We specialize in the custom manufacture of high reliability, complex circuit board and system-level assemblies; a wide array of cable and wire harness assemblies capable of withstanding extreme environments; and precision metal components. IEC Electronics Wire and Cable, Inc. (“Wire and Cable”) is also located in Newark, New York. Our Albuquerque operation occupies an important niche in the military and defense markets, supporting its customers by manufacturing complex circuit board and system-level assemblies and managing their legacy products and programs. Celmet, a division of IEC, manufactures metal chassis and assemblies and is located in Rochester, NY.

We believe we excel where quality and reliability are of paramount importance and when low-to-medium volume, high-mix production is the norm. We utilize state-of-the-art, automated circuit board assembly equipment together with a full complement of high-reliability manufacturing stress testing methods. With our customers at the center of everything we do, we believe we have created a high-intensity, rapid response culture capable of reacting and adapting to their ever-changing needs. Our customer-centric approach offers a high degree of flexibility while simultaneously complying with rigorous quality and on-time delivery standards. While many EMS services are viewed as commodities, we believe we set ourselves apart through an uncommon mix of capabilities including:

- A technology center located in Newark, New York that combines dedicated prototype manufacturing with an on-site materials analysis lab, enabling the seamless transition from design to production.

- An in-house, custom, functional testing and troubleshooting of complex system-level assemblies in support of end-order fulfillment.

- A laboratory at our subsidiary, IEC Analysis & Testing Laboratory, LLC (“ATL”) that enables us to assist customers in mitigating the risk of purchasing counterfeit parts.

- Build-to-print precision sheet metal and complex wire harness assemblies supporting just-in-time delivery of critical end-market, system-level electronics.

- A Lean/Six Sigma continuous improvement program supported by a team of Six Sigma Blackbelts delivering best-in-class results.

- Proprietary software-driven Web Portal which provides customers real-time access to their critical, project specific data.

We focus on developing relationships with customers who manufacture advanced technology products and who are unlikely to utilize offshore suppliers due to the proprietary nature of their products, governmental restrictions or volume considerations. We have continued to add new customers and markets, and our customer base is stronger and more diverse as a result. We proactively invest in areas we view as important for our continued long-term growth. IEC is ISO 9001:2008 certified. All of our facilities are ITAR registered. In addition, the Company's locations in Newark, NY and Albuquerque, NM are Nadcap accredited for electronics manufacturing to support the most stringent quality requirements of the aerospace industry and the Newark, NY location is ISO 13485 certified to serve the medical

market sector. Our Newark, NY location is also an NSA approved supplier under the COMSEC standard and its environmental systems are ISO 14001:2004 certified. ATL in Albuquerque, NM is ISO 17025 accredited, which is the international standard covering testing and calibration laboratories. Albuquerque also performs work per NASA-STD-8739 and J-STD-001ES space standards. During fiscal 2014, our Newark, NY and Albuquerque, NM facilities were awarded the IPC-J-STD-001/IPC-A-610 Qualified Manufacturers Listing. During fiscal 2015, our Newark, NY and Albuquerque, NM facilities were awarded the IPC/WHMA-A-620 Qualified Manufacturers Listing. The Company's locations in Newark, NY and Albuquerque, NM are AS9100C certified. ATL has been certified as an IPC-approved Validation Services Test Laboratory.

The technical expertise of our experienced workforce enables us to build some of the most advanced electronic, wire & cable, and precision metal systems sought by original equipment manufacturers ("OEMs").

## Prior Restatement

The Company previously disclosed in its Annual Report on Form 10-K/A and Quarterly Report on Form 10-Q/A, both filed with the SEC on July 3, 2013, that it restated its financial statements for the periods described therein because the Company was incorrectly accounting for work-in-process inventory at one of its subsidiaries, SCB (the "Prior Restatement"). The Company restated: (i) its previously issued consolidated financial statements for the fiscal year ended September 30, 2012 ("FY 2012"), as included in the Company's Annual Report on Form 10-K for FY 2012, as well as the unaudited interim consolidated financial statements as of and for the fiscal quarter and year-to-date periods ended December 30, 2011 ("Q1-2012"), March 30, 2012 ("Q2-2012") and June 29, 2012 ("Q3-2012") (collectively, the "2012 Restated Periods") as included in its Quarterly Reports on Form 10-Q for Q-1 2012, Q-2 2012 and Q-3 2012, and (ii) its previously issued financial statements for the quarter ended December 28, 2012 ("Q1-2013") as included in its Quarterly Report on Form 10-Q for Q1-2013.

## 2014 Restatements

We restated our previously issued consolidated financial statements for fiscal year ended September 30, 2014 ("FY 2014") and our unaudited interim financial statements for the fiscal quarters ended March 28, 2014 ("Q2-2014") and June 27, 2014 ("Q3-2014") due to an error in the valuation allowance on deferred income tax assets resulting in an understatement of income tax expense and a corresponding overstatement of deferred income tax assets during Q2-2014 of approximately \$14.0 million. Income tax expense was overstated and deferred income tax assets were understated by \$3.0 thousand and \$1.8 million in Q3-2014 and the fiscal quarter ended September 30, 2014 ("Q4-2014"), respectively. In FY 2014, income tax expense was understated and deferred income tax assets were overstated by approximately \$12.3 million.

In addition, we restated our previously issued consolidated financial statements for FY 2014, and the unaudited interim financial statements for Q3-2014, Q2-2014 and the fiscal quarter ended December 27, 2013 ("Q1-2014") due to an error in the estimation of the excess and obsolete inventory reserve at two operating locations, which resulted in an understatement of cost of goods sold and overstatement of inventory. Cost of goods sold was understated by approximately \$0.2 million, \$0.1 million, \$0.1 million and \$0.3 million in Q1-2014, Q2-2014, Q3-2014 and Q4-2014, respectively. Inventory was overstated by approximately \$0.2 million, \$0.4 million, \$0.4 million and \$0.7 million as of the end of Q1-2014, Q2-2014, Q3-2014 and Q4-2014, respectively. For FY 2014, cost of goods sold was understated and inventory was overstated by approximately \$0.7 million. We refer to the restatements related to the deferred tax asset valuation allowance and excess and obsolete inventory reserve as the 2014 Restatements and together with the Prior Restatement, the Restatements.

## Three Months Results

A summary of selected income statement amounts for the three months ended follows:

| Income Statement Data                                        | Three Months Ended |                |
|--------------------------------------------------------------|--------------------|----------------|
|                                                              | April 1, 2016      | March 27, 2015 |
| (in thousands)                                               |                    |                |
| Net sales                                                    | \$ 33,148          | \$ 31,655      |
| Gross profit                                                 | 5,736              | 2,973          |
| Selling and administrative expenses                          | 3,721              | 6,320          |
| Restatement and related expenses                             | 41                 | 730            |
| Interest and financing expense                               | 513                | 665            |
| Income/(loss) from continuing operations before income taxes | 1,461              | (4,742 )       |

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|                                           |          |             |
|-------------------------------------------|----------|-------------|
| Provision for/(benefit from) income taxes | —        | —           |
| Income/(loss) from continuing operations  | 1,461    | (4,742 )    |
| Loss on discontinued operations, net      | —        | (794 )      |
| Net income/(loss)                         | \$ 1,461 | \$ (5,536 ) |

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A summary of sales, according to the market sector within which IEC's customers operate, follows:

| % of Sales by Sector   | Three Months<br>Ended |                |
|------------------------|-----------------------|----------------|
|                        | April 1, 2016         | March 27, 2015 |
| Aerospace & Defense    | 34%                   | 38%            |
| Medical                | 50%                   | 31%            |
| Industrial             | 14%                   | 29%            |
| Communications & Other | 2%                    | 2%             |
|                        | 100%                  | 100%           |

Revenue increased in the second quarter of fiscal 2016 by \$1.5 million or 5% as compared to the second quarter of the prior fiscal year. An increase in the medical market sector of \$6.8 million was partially offset by decreases in the industrial market sector and aerospace & defense market sector of \$4.3 million and \$1.1 million, respectively. Revenue for the communications & other market sector was flat.

Revenue for the medical market sector increased \$6.8 million primarily due to increases in demand. Higher volume from a medical customer that was released from FDA hold at the end of fiscal 2014 caused an increase of \$3.3 million. We began shipping production orders late in the fourth quarter of fiscal 2014 and volume continued to increase throughout fiscal 2015. Higher demand from four of our customers increased revenue by \$3.5 million. This includes one customer that increased purchases due to their enterprise resource planning software implementation and two customer programs that were in the prototype stage and ramping in the first half of fiscal 2015. An additional increase of \$0.3 million was due to a new program for an existing customer. These increases were partially offset by a decrease in demand from one of our customers of \$0.2 million.

The net decrease in the industrial market sector of \$4.3 million resulted primarily from decreased demand. As anticipated during 2015, one of our customers began sourcing more product from an alternate source in China which decreased revenue by \$3.5 million. We expect this customer to continue to source more product from China for programs we are currently supporting.

These decreases were partially offset by increased demand from one of our other customers.

Various increases and decreases for our aerospace & defense customers resulted in a net decrease of \$1.1 million. Programs frequently fluctuate in demand or end and are replaced by new programs. Aggregate decreases of \$4.4 million were partially offset by \$3.2 million in increases from other customers. Lower demand from several of our customers caused decreases of \$2.7 million. A decrease of \$1.3 million was due to shipments in the second quarter of the prior fiscal year from a customer that sporadically orders for an existing program. The loss of a program and the winding down of another program caused an aggregate decrease of \$0.5 million. Offsetting increases were primarily due to higher demand at several existing customers of \$2.7 million. New programs from existing customers increased revenue by another \$0.5 million.

Our second quarter gross profit increased to 17.3% of sales versus 9.4% in the second quarter of the prior fiscal year. Several factors impacted gross margin. In the second quarter of fiscal 2015, we incurred \$0.7 million of stock compensation costs in overhead due to the 2015 proxy contest and resulting change of control. Impacting gross profit in the second quarter of fiscal 2016 were improved leverage on fixed manufacturing costs caused by higher production volume, changes in customer mix and improved labor efficiencies. Lower labor costs were the result of the continued focus on lean manufacturing. In addition, various overhead expenses were lower in the second quarter of fiscal 2016 when compared with the second quarter of fiscal 2015 including manufacturing supplies, depreciation, consulting and excess and obsolete inventory expense.

Selling and administrative ("S&A") expense is presented excluding Restatement and related expenses discussed below. S&A expense decreased \$2.6 million, and represented 11.2% of sales in the second quarter of fiscal 2016, compared to 20.0% of sales in the same quarter of the prior fiscal year. The decrease in S&A expense was primarily due to \$3.1 million in costs in the second quarter of fiscal 2015 associated with the 2015 proxy contest and resulting change of control. Partially offsetting this decrease was additional severance of \$0.3 million, incremental stock compensation and other labor related costs in the second quarter of fiscal 2016.

Restatement and related expenses represent third party legal and accounting fees directly attributable to the Restatements as well as other matters arising from the Prior Restatement including those more fully described in Note 17-Litigation. Restatement and related expenses, net of reimbursement received were \$41 thousand in the second quarter of fiscal 2016, which is a decrease of \$0.7 million compared to the second quarter of the prior fiscal year. We anticipate continued legal expenses due to the Prior Restatement and other matters (including the formal SEC investigation) for the foreseeable future. While we

anticipate certain of these expenses will continue to be reimbursed, any such reimbursement for future expenses will vary with the circumstances under which such expenses are incurred and their respective amounts.

Interest expense decreased by \$0.2 million compared to the same quarter of the prior fiscal year. During the second quarter of the current year there were no debt covenant waiver fees, but we paid debt covenant waiver fees \$0.1 million in the second quarter of the prior fiscal year. The remaining decrease is due to a decrease in average outstanding debt, slightly offset by a higher weighted average interest rate. Our average outstanding debt balances decreased by \$6.7 million in the second quarter of fiscal 2016 compared to the second quarter of fiscal 2015. The weighted average interest rate on IEC's debt, excluding the impact of the interest rate swap, was 0.20% higher during the second quarter of fiscal 2016 compared to the second quarter of the prior fiscal year. The net impact of adjusting the interest rate swap to fair value in the second quarter of fiscal 2016 was equivalent to the second quarter of the prior fiscal year. Detailed information regarding our borrowings is provided in Note 8—Credit Facilities.

There was no material income tax expense or benefit in the second quarter of fiscal 2016 or fiscal 2015 as we have net operating loss ("NOL") carryforwards to offset any current tax expense and a full valuation on all deferred tax assets.

With respect to tax payments, in the near term, IEC expects to be sheltered by sizable NOL carryforwards for federal income tax purposes. At the end of fiscal 2015, the NOL carryforwards amounted to approximately \$35.8 million. The NOL carryforwards expire in varying amounts between 2021 and 2026, unless utilized prior to these dates.

As further discussed in Note 2—SCB Divestiture and Discontinued Operations, on July 9, 2015, the Company entered into an asset purchase agreement with DCX-Chol Enterprises, Inc. ("DCX"), whereby DCX purchased substantially all of the assets of SCB and assumed certain obligations and liabilities of SCB for approximately \$2.4 million after adjusting for certain deposits and prorations. We have included the results of the sale and the activity related to SCB in discontinued operations in the consolidated income statements for all periods presented. There was no loss on discontinued operations in the the second quarter of fiscal 2016. The loss on discontinued operations was \$0.8 million in the second quarter of fiscal 2015.

## Six Months Results

A summary of selected income statement amounts for the six months ended follows:

| Income Statement Data                                        | Six Months Ended |                   |
|--------------------------------------------------------------|------------------|-------------------|
|                                                              | April 1,<br>2016 | March 27,<br>2015 |
| (in thousands)                                               |                  |                   |
| Net sales                                                    | \$66,081         | \$ 60,484         |
| Gross profit                                                 | 11,553           | 6,428             |
| Selling and administrative expenses                          | 7,755            | 9,566             |
| Restatement and related expenses                             | (8               | ) 641             |
| Interest and financing expense                               | 802              | 1,199             |
| Income/(loss) from continuing operations before income taxes | 3,004            | (4,978 )          |
| Provision for/(benefit from) income taxes                    | —                | —                 |
| Income/(loss) from continuing operations                     | 3,004            | (4,978 )          |
| Loss on discontinued operations, net                         | —                | (1,353 )          |
| Net income/(loss)                                            | \$3,004          | \$ (6,331 )       |



A summary of sales, according to the market sector within which IEC's customers operate, follows:

| % of Sales by Sector   | Six Months Ended |                |
|------------------------|------------------|----------------|
|                        | April 1, 2016    | March 27, 2015 |
| Aerospace & Defense    | 37%              | 39%            |
| Medical                | 46%              | 31%            |
| Industrial             | 15%              | 27%            |
| Communications & Other | 2%               | 3%             |
|                        | 100%             | 100%           |

Revenue increased in the first six months of fiscal 2016 by \$5.6 million or 9% as compared to the first six months of the prior fiscal year. Increases in the medical market sector and aerospace & defense market sector of \$11.3 million and \$0.9 million, respectively, were partially offset by decreases in the industrial market sector and communications & other market sector of \$6.2 million and \$0.4 million, respectively.

Revenue for the medical market sector increased \$11.3 million primarily due to increases in demand. Higher volume from a medical customer that was released from FDA hold at the end of fiscal 2014 caused an increase of \$6.0 million. We began shipping production orders late in the fourth quarter of fiscal 2014 and volume continued to increase throughout fiscal 2015. Higher demand from four of our customers increased revenue by \$4.5 million, including one customer program that was in the prototype stage and ramping in the first half of fiscal 2015. An additional increase of \$0.7 million was due to a new program for an existing customer.

Various increases and decreases for our aerospace & defense customers resulted in a net increase of \$0.9 million. Programs frequently fluctuate in demand or end and are replaced by new programs. Aggregate increases of \$7.9 million were partially offset by \$7.5 million in decreases from other customers. Increases were primarily due to higher demand at several existing customers of \$6.4 million. New programs from existing customers increased revenue by another \$1.5 million. These increases were offset by decreases at other customers. Lower demand from several of our customers caused decreases of \$6.4 million. The loss of a program and ending a customer relationship caused decreases of \$0.6 million and \$0.2 million, respectively. The winding down of another program caused a decrease of \$0.3 million.

The net decrease in revenue in the industrial market sector of \$6.2 million resulted primarily from decreases in demand of \$6.9 million. As anticipated during 2015, one of our customers began sourcing more product from an alternate source in China, which decreased revenue by \$5.6 million. We expect this customer to continue to source more product from China for programs we are currently supporting. The decreases were partially offset by increased demand from one of our other customers of \$0.9 million.

Gross profit for the first six months increased to 17.5% of sales versus 10.6% in the first six months of the prior fiscal year. Several factors impacted gross margin including improved leverage on fixed manufacturing costs caused by higher production volume, changes in customer mix and improved labor efficiencies. Higher sales and increased production to meet the higher levels of finished goods required by certain customers improved our leverage of fixed costs. Lower labor costs were due to the continued focus on lean manufacturing. Higher costs in first half of the prior year were driven by higher labor costs due to the hiring and training for programs for customers ramping early in fiscal 2015 as well as stock compensation costs of \$0.7 million in overhead due to the change in control in the first quarter of fiscal 2015. In addition, various overhead expenses were lower in the first six months of fiscal 2016 when compared with the same period of fiscal 2015 including manufacturing supplies, depreciation and consulting.

Selling and administrative ("S&A") expense is presented excluding Restatement and related expenses discussed below. S&A expense decreased \$1.8 million to \$7.8 million, and represented 11.7% of sales in the first six months of fiscal 2016. For the first six months of the prior fiscal year, S&A expense was \$9.6 million or 15.8% of sales. The decrease in S&A expense was primarily due to \$3.3 million in costs in the same prior fiscal year period associated with the prior year proxy contest and resulting change in control. Partially offsetting this decrease was additional severance of \$0.5 million, an increase in bad debt expense of \$0.3 million, legal and other professional expenses related to debt refinancing in the first quarter of fiscal 2016 and other matters as well as an increase in other labor related costs for the first six months of fiscal 2016.

Restatement and related expenses represent third party legal and accounting fees directly attributable to the Restatements as well as other matters arising from the Prior Restatement including those more fully described in Note 17-Litigation. During the first half of fiscal 2016, restatement and related expenses were almost completely offset by insurance reimbursements. The

benefit during fiscal 2016 was due to incentive compensation returned by our former chief executive officer related to the Prior Restatement and related SEC investigation as well as the adjustment of estimated costs. During the first half of fiscal 2015, Restatement and related expenses due to the Prior Restatement, net of insurance reimbursement were \$0.1 million and an additional \$0.5 million of Restatement and related expenses were for the reaudit of fiscal 2014 due to the 2014 Restatements. We anticipate continued legal expenses due to the Prior Restatement and other matters (including the formal SEC investigation) for the foreseeable future. While we anticipate certain of these expenses will continue to be reimbursed, any such reimbursement for future expenses will vary with the circumstances under which such expenses are incurred and their respective amounts.

Interest expense decreased by \$0.4 million compared to the first six months of the prior fiscal year. The primary reasons for the decrease were adjusting the swap to fair market value and covenant waiver fees. The net impact of adjusting the interest rate swap to fair value contributed \$0.2 million to the decrease in expense in the first six months of the current fiscal year compared to the prior fiscal year. During the first six months of the current year there were no debt covenant waiver fees, but we paid debt covenant waiver fees of \$150.0 thousand in the first six months of the prior fiscal year. Our average outstanding debt balances decreased by \$3.3 million in the first six months of fiscal 2016 compared to the first six months of fiscal 2015. The decrease due to average debt was partially offset by the increase in interest rate on IEC's debt, excluding the impact of the interest rate swap, of 0.17% during the first six months of fiscal 2016 compared to the first six months of the prior fiscal year. Detailed information regarding our borrowings is provided in Note 8—Credit Facilities.

There was no material income tax expense or benefit in the first six months of fiscal 2016 or fiscal 2015 as we have NOL carryforwards to offset any current tax expense and a full valuation on all deferred tax assets.

With respect to tax payments, in the near term, IEC expects to be sheltered by sizable NOL carryforwards for federal income tax purposes. At the end of fiscal 2015, the NOL carryforwards amounted to approximately \$35.8 million. The NOL carryforwards expire in varying amounts between 2021 and 2026, unless utilized prior to these dates.

As further discussed in Note 2—SCB Divestiture and Discontinued Operations, on July 9, 2015, the Company entered into an asset purchase agreement with DCX-Chol Enterprises, Inc. ("DCX"), whereby DCX purchased substantially all of the assets of SCB and assumed certain obligations and liabilities of SCB for approximately \$2.4 million after adjusting for certain deposits and prorations. We have included the results of the sale and the activity related to SCB in discontinued operations in the consolidated income statements for all periods presented. There was no loss on discontinued operations in the the first six months of fiscal 2016. The loss on discontinued operations was \$1.4 million in the first six months of fiscal 2015.

## Liquidity and Capital Resources

### Capital Resources

As of April 1, 2016, there were \$0.4 million of outstanding capital expenditure commitments for manufacturing equipment. We generally fund capital expenditures with cash flow from operations and our revolving credit facility.

### Summary of Cash Flows

A summary of selected cash flow amounts for the six months ended follows:

| Cash Flow Data | Six Months Ended |                |
|----------------|------------------|----------------|
|                | April 1, 2016    | March 27, 2015 |
| (in thousands) |                  |                |

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|                                                      |          |          |
|------------------------------------------------------|----------|----------|
| Cash and cash equivalents, beginning of period       | \$407    | \$ 1,980 |
| Net cash flow from:                                  |          |          |
| Operating activities                                 | 6,616    | (4,527 ) |
| Investing activities                                 | (1,270 ) | (1,208 ) |
| Financing activities                                 | (4,627 ) | 4,547    |
| Net (decrease) increase in cash and cash equivalents | 719      | (1,188 ) |
| Cash and cash equivalents at end of period           | \$1,126  | \$ 792   |

### Operating activities

Cash flows provided by continuing operations, before considering changes in IEC's working capital accounts, was \$5.2 million for the first six months of fiscal 2016. Cash flow used by operations, before considering changes in working capital, in the first six months of fiscal 2015 was \$1.9 million. Net income from continuing operations of \$3.0 million in the first six months of fiscal 2016 was an improvement compared to the net loss from continuing operations of \$5.0 million during the first six months of the prior fiscal year, and non-cash expenses were lower in fiscal 2016. Total non-cash expenses were \$2.2 million in the first six months of fiscal 2016 compared to \$3.1 million in the first six months of fiscal 2015.

Working capital from continuing operations provided cash flows of \$1.4 million and used cash flow of \$2.0 million in the first six months of fiscal 2016 and 2015, respectively. The change in working capital in fiscal 2016 was primarily due to a decrease in accounts receivable and inventory of \$6.6 million and \$1.6 million, respectively, offset by a decrease in accounts payable and customer deposits of \$6.5 million and \$1.0 million, respectively. Accounts receivable decreases were primarily due to timing of revenue and improved cash collections. The decrease in accounts payable was due primarily to timing of purchases and payments. The decrease in inventory during the first six months of fiscal 2016 was due to a focus on reducing raw materials inventory partially offset by higher levels of finished goods required by certain medical customers.

### Investing activities

Cash flows used by investing activities for continuing operations were \$1.3 million and \$1.2 million for the first six months of fiscal 2016 and 2015, respectively. Cash flows used in the first six months of fiscal 2016 consisted of the purchases of equipment and capitalized software costs resulting from the ongoing implementation of a new enterprise resource planning system. Cash used in the first six months of fiscal 2015 primarily consisted of the purchases of equipment and capitalized software costs partially offset by \$0.7 million of community development block grant proceeds.

### Financing activities

Cash flows used in financing activities were \$4.6 million for the first six months of fiscal 2016 compared to cash flows provided by financing activities of \$4.5 million for the first six months of 2015. During the first six months of fiscal 2016, net repayments under all credit facilities were \$4.4 million, with \$2.7 million of net repayments under the revolver and repayments of \$1.7 million for term debt. In the first six months of fiscal 2015, net cash flows increased outstanding credit facilities by \$5.1 million, due to net borrowings.

### Credit Facilities

At April 1, 2016, borrowings outstanding under the revolving credit facility ("Revolver") under the Fifth Amended and Restated Credit Agreement ("Fifth Amended Credit Agreement") amounted to \$9.7 million, and the maximum available was \$17.8 million. Borrowings on the Revolver during the current fiscal year were used to fund the working capital changes discussed above. The Company believes that its liquidity is sufficient to satisfy anticipated operating requirements during the next twelve months.

The Fifth Amended Credit Agreement also contains various affirmative and negative covenants including financial covenants. The Company is required to maintain (i) a minimum level of quarterly EBITDAS, as defined below ("Quarterly EBITDAS"), (ii) a ratio of total debt to twelve month EBITDAS ("Debt to EBITDAS Ratio") that is below a specified limit, (iii) a minimum fixed charge coverage ratio ("Fixed Charge Coverage Ratio"), (iv) a maximum level of inventory ("Maximum Inventory"), and (v) a maximum amount of capital expenditures ("Maximum Capital

Expenditures"). The Debt to EBITDAS Ratio is the ratio of debt to earnings before interest, taxes, depreciation, amortization and non-cash stock compensation expense ("EBITDAS"). The Fixed Charge Coverage Ratio compares (i) 12 month EBITDA plus non-cash stock compensation expense minus unfinanced capital expenditures minus cash taxes paid, to (ii) the sum of interest expense, principal payments and dividends, if any (fixed charges). The Maximum Inventory covenant allows for specific levels of inventory as defined by the agreement. The Maximum Capital Expenditures covenants allow for a maximum amount of capital expenditures on an annual basis.

A summary of financial covenant compliance follows:

|                           | Quarterly<br>EBITDAS | Debt to EBITDAS<br>Ratio | Fixed Charge<br>Coverage Ratio | Maximum<br>Inventory | Maximum<br>Capital<br>Expenditures |
|---------------------------|----------------------|--------------------------|--------------------------------|----------------------|------------------------------------|
| Fiscal<br>Quarters        |                      |                          |                                |                      |                                    |
| Second 2016               | Compliant            | Compliant                | Compliant                      | Compliant            | Measured<br>Annually               |
| First 2016                | Compliant            | Compliant                | Compliant                      | Compliant            | Measured<br>Annually               |
| Fourth 2015               | Compliant            | Compliant                | Compliant                      | Not Applicable       | Not<br>Applicable                  |
| Third 2015 <sup>(1)</sup> | Compliant            | Compliant                | Compliant                      | Not Applicable       | Not<br>Applicable                  |
| Second 2015<br>(1)        | Waived               | Waived                   | Waived                         | Not Applicable       | Not<br>Applicable                  |
| First 2015 <sup>(1)</sup> | Waived               | Waived                   | Waived                         | Not Applicable       | Not<br>Applicable                  |

<sup>(1)</sup> The Company was subject to the 2013 Agreement during these periods.

As a result of the 2014 Restatements as described in Note 1—Our Business and Summary of Significant Accounting Policies, the Company was in default of the Credit Agreement for failure to deliver financial statements prepared in accordance with GAAP. The Company received a waiver from M&T regarding this event of default.

The calculation of debt covenants follows:

|                                 | Limit at<br>April 1,<br>2016 | September 30,<br>2015 | Calculated Amount At<br>April 1,<br>2016 | September 30,<br>2015 |
|---------------------------------|------------------------------|-----------------------|------------------------------------------|-----------------------|
| Debt Covenant                   |                              |                       |                                          |                       |
| Quarterly EBITDAS (000s)        | Minimum \$1,900              | Minimum \$1,500       | \$2,909                                  | \$2,067               |
| Debt to EBITDAS Ratio           | Maximum 3.95x                | Maximum 5.75x         | 2.8x                                     | 5.2x                  |
| Fixed Charge Coverage Ratio (a) | Minimum 1.00x                | Minimum 0.45x         | 1.6x                                     | 0.8x                  |
| Maximum Inventory               | Maximum \$29.0m              | Not applicable        | \$25.9m                                  | Not applicable        |
| Maximum Capital Expenditures    | Maximum \$3.5m annually      | Not applicable        | Measured Annually                        | Not applicable        |

At September 30, 2105, the ratio compares (i) 12-month EBITDA plus non-cash stock compensation expense, plus permitted fiscal 2013 restatement related expenses minus unfinanced capital expenditures minus cash taxes paid (a) ("Adjusted EBITDA"), to (ii) the sum of interest expense, principal payments and dividends, if any (fixed charges). The Fifth Amended Credit Agreement removed the add-back of Prior Restatement related expenses.

A reconciliation of EBITDAS to Net income follows:

Three  
Months  
Ended  
April 1,  
2016

(in thousands)

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|                                           |          |
|-------------------------------------------|----------|
| Net income/(loss)                         | \$ 1,461 |
| Provision for/(benefit from) income taxes | —        |
| Depreciation and amortization expense     | 827      |
| Interest expense                          | 513      |
| Non-cash stock compensation               | 108      |
| EBITDAS                                   | \$ 2,909 |

A reconciliation of Adjusted EBITDA to Net income follows:

|                                           | Three<br>Months<br>Ended<br>April 1,<br>2016 |
|-------------------------------------------|----------------------------------------------|
| (in thousands)                            |                                              |
| Net income/(loss)                         | 1,461                                        |
| Provision for/(benefit from) income taxes | —                                            |
| Depreciation and amortization expense     | 827                                          |
| Interest expense                          | 513                                          |
| Non-cash stock compensation               | 108                                          |
| Unfinanced capital expenditures           | (585 )                                       |
| Income taxes paid                         | —                                            |
| Adjusted EBITDA                           | \$2,324                                      |

EBITDAS and Adjusted EBITDA are non-GAAP financial measures. They should not be considered in isolation or as a measure of the Company's profitability or liquidity; are in addition to, and are not a substitute for, financial measures under GAAP. EBITDAS and Adjusted EBITDA may be different from non-GAAP financial measures used by other companies, and may not be comparable to similarly titled measures reported by other companies. Non-GAAP financial measures have limitations since they do not reflect all of the amounts associated with the Company's results of operations as determined in accordance with GAAP.

EBITDAS and Adjusted EBITDA do not take into account working capital requirements, capital expenditures, debt service requirements and other commitments, and accordingly, EBITDAS and Adjusted EBITDA are not necessarily indicative of amounts that may be available for discretionary use. We present EBITDAS and Adjusted EBITDA because certain covenants in our credit facilities are tied to these measures. We also view EBITDAS and Adjusted EBITDA as useful measures of operating performance given our large NOL carryforward and because, as supplemental measures: (i) they are a basis upon which we assess our liquidity position and performance and (ii) we believe that investors will find the data useful in assessing our ability to service and/or incur indebtedness. We believe that EBITDAS and Adjusted EBITDA, when considered with both our GAAP results and the reconciliation to net income, provide a more complete understanding of our business than could be obtained absent this disclosure.

#### Off-Balance Sheet Arrangements

IEC is not a party to any material off-balance sheet arrangements.

#### Application of Critical Accounting Policies

Our application of critical accounting policies are disclosed in our 2015 Annual Report on Form 10-K filed for the fiscal year ended September 30, 2015. During the six months ended April 1, 2016 there have been no material changes to these policies.

#### Recently Issued Accounting Standards

See Note 1—Our Business and Summary of Significant Accounting Policies for further information concerning recently issued accounting pronouncements.

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

As a result of its financing activities, the Company is exposed to changes in interest rates that may adversely affect operating results. The Company actively monitors its exposure to interest rate risk and from time to time uses derivative financial instruments to manage the impact of this risk. The Company uses derivatives only for the purpose of managing risk associated with underlying exposure. The Company does not trade or use instruments with the objective of earning financial gains on the interest rate, nor does the Company use derivatives instruments where it does not have underlying exposure. The Company manages its hedging position and monitors the credit ratings of counterparties and does not anticipate losses due to counterparty nonperformance. Management believes its use of derivative instruments to manage risk is in the Company's best interest. However, the Company's use of derivative financial instruments may result in short-term gains or losses and increased volatility.

At April 1, 2016, the Company had \$26.8 million of debt, comprised of \$21.6 million with variable interest rates and \$5.3 million with fixed interest rates. Interest rates on variable loans are based on London interbank offered rate (“LIBOR”). The Company is party to a swap transaction that effectively fixes an additional \$9.6 million of debt, which increased the portion of debt with effectively fixed interest rates from \$5.3 million to \$14.8 million at April 1, 2016. The credit facilities and related swap transaction are more fully described in Note 8—Credit Facilities and Note 9—Derivative Financial Instruments. The rates effectively fixed by the swap transaction continue to vary due to the variable margin based on financial covenant metrics. Interest rates based on LIBOR currently adjust daily, causing interest on such loans to vary from period to period. A sensitivity analysis as of April 1, 2016 indicates that a one-percentage point increase or decrease in our variable interest rates, which represents more than a 10% change, would increase or decrease the Company's annual interest expense by approximately \$0.2 million. The rates and sensitivity analysis noted above exclude the impact of the Swap Transaction.

The Company is exposed to credit risk to the extent of non-performance by M&T Bank under the 2013 Credit Agreement and the Swap Transaction. M&T Bank's credit rating (reaffirmed A- by Fitch in October 2015) is monitored by the Company, and IEC expects that M&T Bank will perform in accordance with the terms of the Fifth Credit Agreement and the Swap Transaction.

#### Item 4. Controls and Procedures

##### Evaluation of disclosure controls and procedures

IEC's management, with the participation of our Chief Executive Officer and Chief Financial Officer, evaluated the effectiveness of the design and operation of the Company's disclosure controls and procedures (as defined in Rules 13a-15(c) and 15d-15(c) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”)) as of April 1, 2016, the end of the period covered by this Form 10-Q. Based on that evaluation, solely as a result of the material weakness related to user access reviews and reconciliation of accounts receivable discussed in greater detail in our Form 10-K filed with the SEC on December 18, 2015 (the “2015 Form 10-K”), our Chief Executive Officer and Chief Financial Officer concluded that as of April 1, 2016, the Company's disclosure controls and procedures were not effective. To address this material weakness, we have implemented certain remedial measures, as described below and in our 2015 Form 10-K.

##### Changes in internal control over financial reporting

Management identified material weaknesses in our internal control over financial reporting related to user access reviews and reconciliation of accounts receivable, as discussed in greater detail in Item 9A of our 2015 Form 10-K. To address this material weakness, we have implemented certain remedial measures, as described in Item 9A of our 2015 Form 10-K, which description is incorporated by reference herein. Based on this evaluation, we consider the material weakness related to user access reviews and the reconciliation of accounts receivables not to have been fully remediated and still present at April 1, 2016 as management has not yet been able to conclude, through testing, that the applicable controls have operated effectively for a sufficient period of time.

Except as described above, during the six months ended April 1, 2016, there were no changes in our internal controls that materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

##### Limitations on the effectiveness of control systems

IEC's management does not expect that our disclosure controls and internal controls will prevent all errors and fraud. Because of inherent limitations in any such control system (e.g. faulty judgments, human error, information technology system error, or intentional circumvention), there can be no assurance that the objectives of a control system will be met under all circumstances. Moreover, projections of any evaluation of effectiveness to future periods

are subject to the risks that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate. The benefits of a control system also must be considered relative to the costs of the system and management's judgments regarding the likelihood of potential events. In summary, there can be no assurance that any control system will succeed in achieving its goals under all possible future conditions, and as a result of these inherent limitations, misstatements due to error or fraud may occur and may or may not be detected.

## Part II OTHER INFORMATION

### Item 1. Legal Proceedings

The Company previously restated its consolidated financial statements for the fiscal year ended September 30, 2012, and the interim fiscal quarters and year to date periods within the year ended September 30, 2012, included in the Company's Annual Report on Form 10-K/A, and the fiscal quarter ended December 28, 2012, as reported in the Company's Quarterly Report on Form 10-Q/A for that fiscal quarter (the "Prior Restatement"). As disclosed in prior filings, the staff of the SEC is conducting a formal investigation relating to the Prior Restatement and other matters.

During the first quarter of fiscal 2016, the Company began engaging in discussions with the SEC staff concerning a potential resolution of the investigation. These discussions led to the Company reaching a preliminary understanding with the SEC staff regarding a potential settlement. In this regard, the Company understands that the SEC staff is prepared to recommend that the SEC file a settled administrative enforcement action against the Company alleging violations of the antifraud, periodic and current reporting, internal controls, and books-and-records provisions of the federal securities laws. As part of the proposed settlement, the Company would (i) neither admit nor deny the SEC's findings, (ii) pay a penalty of \$200,000, and (iii) agree to cease-and-desist from committing or causing any violations or future violations of those provisions.

Final resolution of the SEC investigation with respect to the Company is subject to final approval of the settlement by the Commissioners of the SEC. Accordingly, there can be no assurance that the Company's efforts to resolve the SEC investigation will be successful or that the settlement terms will be as anticipated. The Company also cannot predict the timing of any settlement or, in the event the proposed settlement is not approved, what the ultimate resolution of the SEC investigation will be with respect to the Company.

In addition, during the first quarter of fiscal 2016, the Company became aware that the SEC staff issued "Wells Notices" to two individuals who are no longer associated with the Company - a former Executive Vice President of the Company and a former Controller of the Company's previously-owned Southern California Braiding, Inc. subsidiary that was the subject of the Prior Restatement. A Wells Notice is an indication that the SEC staff has made a preliminary determination to recommend that the SEC file an enforcement action. Each of these individuals has also reached a preliminary understanding with the SEC staff regarding a potential settlement. The Company cannot predict the outcome of the SEC investigation with respect to these two former employees, including whether their settlements will be and approved.

In connection with the Prior Restatement, W. Barry Gilbert, our former chief executive officer and director, voluntarily returned to the Company certain incentive compensation and the proceeds from certain sales of the Company's common stock. These transfers, which were made during the six months ended April 1, 2016, were in the form of cash of \$42 thousand and shares of common stock valued at \$60 thousand.

In June 2015, W. Barry Gilbert, our former chief executive officer and director commenced an arbitration proceeding against us in connection with the termination of his employment agreement effective February 6, 2015. Mr. Gilbert alleged that his termination was not for cause as we have claimed and that we breached the terms of our employment agreement with him by not paying the compensation called for under his employment agreement for a termination without cause.

Effective March 16, 2016, the Company entered into a separation agreement with Mr. Gilbert (the "Separation Agreement"). Pursuant to the terms of the Separation Agreement, Mr. Gilbert received a separation benefit of \$500 thousand that was paid on March 16, 2016, and he will receive \$200 thousand payable by May 16, 2016, \$100 thousand payable on both March 16, 2017 and March 16, 2018, and \$75 thousand payable on each of March 16, 2019

and March 16, 2020. The separation benefit is subject to acceleration in the event of certain changes in control of the Company. The Company also released Mr. Gilbert from any and all claims and causes of action directly or indirectly related to Mr. Gilbert's employment relationship with the Company. In consideration of the foregoing, Mr. Gilbert agreed to release the Company from any and all claims and causes of action arising out of or relating to his previous employment with the Company, as well as certain other covenants set forth in the Separation Agreement.

From time to time, the Company may be involved in other legal action in the ordinary course of its business, but management does not believe that any such other proceedings commenced through the date of the financial statements included in this Form 10-Q, individually or in the aggregate, will have material adverse effect on the Company's consolidated financial position.

#### Item 1A. Risk Factors

There have been no material changes from the risk factors as previously disclosed in our Annual Report on Form 10-K for the year ended September 30, 2015 filed with the SEC on December 18, 2015.

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

None

Item 3. Defaults Upon Senior Securities

None

Item 4. Mine Safety Disclosures

Not Applicable

Item 5. Other Information

None

Item 6. Exhibits

For the exhibits that are filed herewith or incorporated herein by reference, see the Index to Exhibits located immediately following the signature page to this Report. The Index to Exhibits is incorporated herein by reference.

## SIGNATURES

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

IEC Electronics Corp.  
(Registrant)

May 13, 2016 By: /s/ Jeffrey T. Schlarbaum  
Jeffrey T. Schlarbaum  
President & Chief Executive Officer

May 13, 2016 By: /s/ Michael T. Williams  
Michael T. Williams  
Chief Financial Officer

IEC ELECTRONICS CORP.

Form 10-Q for Quarter Ended April 1, 2016

INDEX TO EXHIBITS

| Exhibit<br>No. | Description                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10.1           | Separation Agreement effective March 16, 2016 by and between the Company and W. Barry Gilbert (incorporated herein by reference from Exhibit 10.1 to the Company Current Report on Form 8-K filed March 18, 2016)                                                                                                                                                                                        |
| 31.1           | Certification of Chief Executive Officer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002                                                                                                                                                                                                                                                                                                       |
| 31.2           | Certification of Chief Financial Officer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002                                                                                                                                                                                                                                                                                                       |
| 32.1           | Certification of Chief Executive Officer and Chief Financial Officer pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, 18 U.S.C. Section 1350                                                                                                                                                                                                                                                   |
| 101            | The following items from this Quarterly Report on Form 10-Q formatted in Extensible Business Reporting Language: (i) Consolidated Balance Sheets (unaudited), (ii) Consolidated Income Statements (unaudited), (iii) Consolidated Statements of Changes in Stockholders' Equity (unaudited), (iv) Consolidated Statements of Cash Flows (unaudited), and (v) Notes to Consolidated Financial Statements. |