

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 December 31, 2019

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 **0-5151**

**FLEXSTEEL INDUSTRIES, INC.**

(Exact Name of Registrant as Specified in Its Charter)

**Incorporated in State of Minnesota**

(State or other Jurisdiction of  
Incorporation or Organization)

**42-0442319**

(I.R.S. Identification No.)

**385 BELL STREET**

**DUBUQUE, IOWA 52001-0877**

(Address of Principal Executive Offices) (Zip Code)

**(563) 556-7730**

(Registrant's Telephone Number, Including Area Code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock	FLXS	The Nasdaq Stock Market, LLC

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 every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

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

Large Accelerated Filer  Accelerated Filer  Non-Accelerated Filer  Smaller Reporting Company  Emerging Growth Company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

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

Common Stock - \$1.00 Par Value

Shares Outstanding as of January 29, 2020

7,991,183

**FLEXSTEEL INDUSTRIES, INC.**  
**QUARTERLY REPORT ON FORM 10-Q**  
**FOR THE QUARTER ENDED December 31, 2019**

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**PART I FINANCIAL INFORMATION****Item 1. Financial Statements****FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES  
CONSOLIDATED BALANCE SHEETS (UNAUDITED)  
(Amounts in thousands, except share and per share data)**

	<u>December 31,</u> <u>2019</u>	<u>June 30,</u> <u>2019</u>
<b>ASSETS</b>		
<b>CURRENT ASSETS:</b>		
Cash and cash equivalents	\$ 37,334	\$ 22,247
Trade receivables - less allowances: December 31, 2019, \$362; June 30, 2019, \$250	41,567	38,157
Inventories	86,550	93,659
Other	5,703	11,904
Assets held for sale	629	—
Total current assets	<u>171,783</u>	<u>165,967</u>
<b>NONCURRENT ASSETS:</b>		
Property, plant and equipment, net	74,946	79,238
Operating lease right-of-use assets	14,106	—
Deferred income taxes	7,577	7,564
Other assets	1,322	1,518
<b>TOTAL ASSETS</b>	<u>\$ 269,734</u>	<u>\$ 254,287</u>
<b>LIABILITIES AND SHAREHOLDERS' EQUITY</b>		
<b>CURRENT LIABILITIES:</b>		
Accounts payable - trade	\$ 20,397	\$ 18,414
Current portion of operating lease liabilities	5,112	—
<b>Accrued liabilities:</b>		
Payroll and related items	4,336	4,428
Insurance	4,211	4,554
Restructuring costs	1,249	6,203
Advertising	3,954	3,497
Environmental remediation	3,600	3,600
Other	7,913	7,068
Total current liabilities	<u>50,772</u>	<u>47,764</u>
<b>LONG-TERM LIABILITIES:</b>		
Operating lease liabilities, less current maturities	9,032	—
Other liabilities	689	1,096
Total liabilities	<u>60,493</u>	<u>48,860</u>
<b>SHAREHOLDERS' EQUITY:</b>		
Common stock - \$1 par value; authorized 15,000,000 shares; outstanding December 31, 2019, 7,949,968 shares; outstanding June 30, 2019, 7,902,708 shares	7,950	7,903
Additional paid-in capital	30,732	27,512
Retained earnings	170,559	170,004
Accumulated other comprehensive income	—	8
Total shareholders' equity	<u>209,241</u>	<u>205,427</u>
<b>TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY</b>	<u>\$ 269,734</u>	<u>\$ 254,287</u>

See accompanying Notes to Consolidated Financial Statements (Unaudited).

**FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**  
**CONSOLIDATED STATEMENTS OF INCOME (LOSS) (UNAUDITED)**  
(Amounts in thousands, except per share data)

	Three Months Ended December 31,		Six Months Ended December 31,	
	2019	2018	2019	2018
Net sales	\$ 102,949	\$ 118,352	\$ 203,297	\$ 231,839
Cost of goods sold	(86,899)	(96,878)	(170,026)	(188,574)
Gross margin	16,050	21,474	33,271	43,265
Selling, general and administrative	(18,088)	(19,371)	(35,563)	(39,567)
Restructuring expense	(5,067)	—	(11,071)	—
Gain on disposal of assets	26	—	18,967	—
Operating (loss) income	(7,079)	2,103	5,604	3,698
Other income	107	58	193	239
(Loss) income before income taxes	(6,972)	2,161	5,797	3,937
Income tax benefit (provision)	1,588	(595)	(1,630)	(1,075)
Net (loss) income	\$ (5,384)	\$ 1,566	\$ 4,167	\$ 2,862
Weighted average number of common shares outstanding:				
Basic	7,944	7,885	7,936	7,880
Diluted	7,944	7,917	8,146	7,922
(Loss) earnings per share of common stock:				
Basic	\$ (0.68)	\$ 0.20	\$ 0.53	\$ 0.36
Diluted	\$ (0.68)	\$ 0.20	\$ 0.51	\$ 0.36

See accompanying Notes to Consolidated Financial Statements (Unaudited).

**CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME (LOSS)**  
(Amounts in thousands)

	Three Months Ended December 31,		Six Months Ended December 31,	
	2019	2018	2019	2018
Net (loss) income	\$ (5,384)	\$ 1,566	\$ 4,167	\$ 2,862
Other comprehensive income:				
Unrealized gain (loss) on securities	(5)	64	(18)	82
Reclassification of realized gain (loss) on securities to other income	5	(107)	7	(103)
Other comprehensive loss before taxes	—	(43)	(11)	(21)
Income tax benefit related to securities loss	—	11	3	6
Other comprehensive loss, net of tax	—	(32)	(8)	(15)
Comprehensive (loss) income	\$ (5,384)	\$ 1,534	\$ 4,159	\$ 2,847

See accompanying Notes to Consolidated Financial Statements (Unaudited).

**FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**  
**CONSOLIDATED STATEMENTS OF CHANGES IN SHAREHOLDERS' EQUITY (UNAUDITED)**  
**(Amounts in thousands)**

	Six Months Ended December 31, 2019				
	Total Par Value of Common Shares (\$1 Par)	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive (Loss) Income	Total
Balance at June 30, 2019	\$ 7,903	\$ 27,512	\$ 170,004	\$ 8	\$ 205,427
Adoption of ASU 2016-02	—	—	(42)	—	(42)
Unrealized loss on available for sale investments, net of tax	—	—	—	(8)	(8)
Long-term incentive compensation	—	109	—	—	109
Stock-based compensation	39	1,201	—	—	1,240
Cash dividends declared	—	—	(1,754)	—	(1,754)
Net income	—	—	9,551	—	9,551
Balance at September 30, 2019	\$ 7,942	\$ 28,822	\$ 177,759	\$ —	\$ 214,523
Stock options exercised	2	19	—	—	21
Long-term incentive compensation	—	104	—	—	104
Stock-based compensation	6	1,787	—	—	1,793
Cash dividends declared	—	—	(1,816)	—	(1,816)
Net loss	—	—	(5,384)	—	(5,384)
Balance at December 31, 2019	<u>\$ 7,950</u>	<u>\$ 30,732</u>	<u>\$ 170,559</u>	<u>\$ —</u>	<u>\$ 209,241</u>

See accompanying Notes to Consolidated Financial Statements (Unaudited).

**FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**  
**CONSOLIDATED STATEMENTS OF CHANGES IN SHAREHOLDERS' EQUITY (UNAUDITED)**  
**(Amounts in thousands)**

Six Months Ended December 31, 2018

	Total Par Value of Common Shares (\$1 Par)	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive (Loss) Income	Total
Balance at June 30, 2018	\$ 7,868	\$ 26,321	\$ 209,553	\$ (2,044)	\$ 241,698
Stock options exercised	3	41	—	—	44
Unrealized gain on available for sale investments, net of tax	—	—	—	17	17
Long-term incentive compensation	7	(115)	—	—	(108)
Stock-based compensation	6	440	—	—	446
Cash dividends declared	—	—	(1,734)	—	(1,734)
Net income	—	—	1,296	—	1,296
Balance at September 30, 2018	\$ 7,884	\$ 26,687	\$ 209,115	\$ (2,027)	\$ 241,659
Stock options exercised	1	7	—	—	8
Unrealized loss on available for sale investments, net of tax	—	—	—	(32)	(32)
Stock-based compensation	4	318	—	—	322
Cash dividends declared	—	—	(1,736)	—	(1,736)
Net income	—	—	1,566	—	1,566
Balance at December 31, 2018	\$ 7,889	\$ 27,012	\$ 208,945	\$ (2,059)	\$ 241,787

**FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**  
**CONSOLIDATED STATEMENTS OF CASH FLOWS (UNAUDITED)**  
**(Amounts in thousands)**

	Six Months Ended December 31,	
	2019	2018
<b>OPERATING ACTIVITIES:</b>		
Net income	\$ 4,167	\$ 2,862
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation	4,930	3,734
Deferred income taxes	(13)	(35)
Stock-based compensation expense	3,312	871
Change in provision for losses on accounts receivable	(178)	(86)
Change in reserve for VAT receivable	(943)	—
Gain on disposition of capital assets	(18,967)	(42)
Changes in operating assets and liabilities:		
Trade receivables	(3,232)	(1,346)
Inventories	7,109	2,299
Other current assets	7,143	(1,980)
Other assets	176	—
Accounts payable - trade	1,849	3,590
Accrued liabilities	(4,165)	946
Other long-term liabilities	(409)	117
Net cash provided by operating activities	<u>779</u>	<u>10,930</u>
<b>INVESTING ACTIVITIES:</b>		
Purchases of investments	(1,268)	(12,572)
Proceeds from sales of investments	1,269	20,515
Proceeds from sale of capital assets	19,652	42
Capital expenditures	(1,814)	(17,462)
Net cash provided by (used in) investing activities	<u>17,839</u>	<u>(9,477)</u>
<b>FINANCING ACTIVITIES:</b>		
Dividends paid	(3,485)	(3,463)
Proceeds from issuance of common stock	21	52
Shares issued to employees, net of shares withheld	(67)	(211)
Net cash used in financing activities	<u>(3,531)</u>	<u>(3,622)</u>
Increase (decrease) in cash and cash equivalents	15,087	(2,169)
Cash and cash equivalents at beginning of period	22,247	27,750
Cash and cash equivalents at end of period	<u>\$ 37,334</u>	<u>\$ 25,581</u>
<b>SUPPLEMENTAL INFORMATION</b>		
Income taxes paid (refunded), net	\$ (4,623)	\$ 1,430
Capital expenditures in accounts payable	\$ 135	\$ 2,244

See accompanying Notes to Consolidated Financial Statements (Unaudited).

**FLEXSTEEL INDUSTRIES, INC. AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED)**  
**FOR THE PERIOD ENDED DECEMBER 31, 2019**

**1. BASIS OF PRESENTATION AND DESCRIPTION OF BUSINESS**

**BASIS OF PRESENTATION** – The consolidated financial statements included herein have been prepared by Flexsteel Industries, Inc. and Subsidiaries (the “Company” or “Flexsteel”), without audit, pursuant to the rules and regulations of the Securities and Exchange Commission (“SEC”). The information furnished in the consolidated financial statements includes normal recurring adjustments and reflects all adjustments, which are, in the opinion of management, necessary for a fair presentation of such consolidated financial statements. Operating results for the three and six months ended December 31, 2019 are not necessarily indicative of the results that may be expected for the fiscal year ending June 30, 2020. Certain information and footnote disclosures normally included in the consolidated financial statements prepared in accordance with generally accepted accounting principles (“GAAP”) in the United States of America have been condensed or omitted pursuant to such rules and regulations, although the Company believes that the disclosures are adequate to make the information presented not misleading. Except to the extent updated or described below, the significant accounting policies set forth in Note 1 to the consolidated financial statements in the Company’s Annual Report on Form 10-K for the year ended June 30, 2019, appropriately represent, in all material respects, the current status of accounting policies and are incorporated by reference.

**DESCRIPTION OF BUSINESS** – Flexsteel Industries, Inc. and Subsidiaries was incorporated in 1929 and is one of the oldest and largest manufacturers, importers and marketers of residential and contract upholstered and wooden furniture products in the United States. Over the generations the Company has built a committed retail and consumer following based on its patented, guaranteed-for-life Blue Steel Spring™ – the all-riveted, high-carbon, steel-banded seating platform that gives upholstered and leather furniture the strength and comfort to last a lifetime. With offerings for use in home, healthcare, and recreational seating, the Company distributes its furniture throughout the United States and Canada through the Company’s sales force and various independent representatives.

**RECENTLY ADOPTED ACCOUNTING PRONOUNCEMENTS** – On July 1, 2019, the Company adopted Accounting Standards Update (“ASU”) No. 2016-02, Leases (Topic 842) (“ASC 842”) and the related amendments. ASC 842 requires lessees to (i) recognize a right of use asset and a lease liability that is measured at the present value of the remaining lease payments, on the consolidated balance sheets, (ii) recognize a single lease cost, calculated over the lease term on a straight-line basis and (iii) classify lease related cash payments within operating and financing activities.

The Company adopted ASC 842 utilizing the optional transition method, which allows guidance to be initially applied at the adoption date with a cumulative-effect adjustment to the opening balance of retained earnings. The Company elected the package of practical expedients, which allows the Company to forgo reassessing prior conclusions on lease definition, classification and initial direct costs related to existing leases as of the adoption date. The Company has made an accounting policy election to not recognize short-term leases on the consolidated balance sheets and all non-lease components, such as common area maintenance, were excluded.

**2. LEASES**

Effective July 1, 2019, the Company adopted ASC 842, which resulted in a recognition of right-of-use (“ROU”) assets and lease liabilities on the Company’s consolidated balance sheets. ROU assets represent the right to use an underlying asset for the lease term and lease liabilities reflect the obligation to make lease payments arising from the lease. At any given time during the lease term, the lease liability represents the present value of the remaining lease payments and the ROU asset is measured as the amount of the lease liability, adjusted for pre-paid rent, unamortized initial direct costs and the remaining balance of lease incentives received. Both the lease ROU asset and liability are reduced to zero at the end of the lease term.

The Company leases distribution centers and warehouses, manufacturing facilities, showrooms and office space. At the lease inception date, the Company determines if an arrangement is, or contains a lease. Some of our leases include options to renew at similar terms. The Company assesses these options to determine if the Company is reasonably certain of exercising these options based on relevant economic and financial factors. Options that meet these criteria are included in the lease term at the lease commencement date. The Company does not record leases with a term of 12 months or less on the Company’s consolidated balance sheets.

For purposes of measuring the Company’s ROU asset and lease liability, the discount rate utilized by the Company was based on the average interest rates effective for the Company’s two \$10.0 million lines of credit. Some of the Company’s leases contain variable rent payments, including common area maintenance and utilities. Due to the variable nature of these costs, they are not included in the measurement of the ROU asset and lease liability.

The components of the Company's leases reflected on the Company's consolidated statements of income were as follows:

<i>(in thousands)</i>	Three Months Ended December 31, 2019	Six Months Ended December 31, 2019
Operating lease expense	\$ 1,168	\$ 2,341
Variable lease expense	64	129
<b>Total lease expense</b>	<b>\$ 1,232</b>	<b>\$ 2,470</b>

Other information related to leases and future minimum lease payments under non-cancellable operating leases as of December 31, 2019 were as follows:

<i>(in thousands)</i>	Six Months Ended December 31, 2019
<b>Cash paid for amounts included in the measurement of lease liabilities:</b>	
Operating cash flows from operating leases	\$ 1,990
<b>Right-of-use assets obtained in exchange for lease liabilities:</b>	
Operating leases	\$ 3,604
<b>Weighted-average remaining lease term (in years):</b>	
Operating leases	2.0
<b>Weighted-average discount rate:</b>	
Operating leases	3.5%

**Fiscal year**

<i>(in thousands)</i>	
Within one year	\$ 5,441
After one year and within two years	3,609
After two years and within three years	2,541
After three years and within four years	2,092
After four years and within five years	1,452
After five years	—
<b>Total future minimum lease payments</b>	<b>\$ 15,135</b>
Less – Discount	991
<b>Lease liability</b>	<b>\$ 14,144</b>

Future minimum lease payments under non-cancellable operating leases based on accounting standards applicable as of June 30, 2019 were as follows:

**Fiscal year**

<i>(in thousands)</i>	
2020	\$ 4,617
2021	3,990
2022	2,229
2023	1,283
2024	1,330
Thereafter	—
<b>Total future minimum lease payments</b>	<b>\$ 13,449</b>

### 3. INVENTORIES

A comparison of inventories is as follows:

<i>(in thousands)</i>	December 31, 2019	June 30, 2019
Raw materials	\$ 13,932	\$ 14,182
Work in process and finished parts	7,080	6,408
Finished goods	65,538	73,069
Total	<u>\$ 86,550</u>	<u>\$ 93,659</u>

### 4. RESTRUCTURING

On May 15, 2019, the Company announced its plans to exit the Commercial Office and custom-designed Hospitality product lines which represented approximately 7% of its revenue, and subsequently permanently closed its Riverside, California manufacturing facility. On September 26, 2019, the Company closed on the sale of the Riverside property resulting in net proceeds to the Company of \$19.6 million after customary closing costs, prorations, and sales commissions and the Company recorded a pre-tax gain of \$18.9 million. These actions were initial outcomes driven from customer and product line profitability and footprint utilization analyses completed in the fourth quarter of fiscal 2019.

On June 18, 2019, the Company announced it completed the analysis and planning process and set forth the comprehensive transformation program to be executed over the next two years, which included the previously announced restructuring activities on May 15, 2019. The transformation program includes activities such as business simplification, process improvement, exiting of non-core businesses, facility closures, and reductions in work force over the next two years. The activities are designed to increase organizational effectiveness, gain manufacturing efficiencies and provide cost savings that can be invested in growing the business.

As a result of these planned actions, the Company expects to incur pre-tax restructuring and related expenses of approximately \$48.0 to \$53.0 million over this two-year timeframe of which \$36.0 to \$40.0 million will be cash and \$12.0 to \$13.0 million non-cash. In addition, the Company plans to list several properties for sale when the footprint optimization is completed. When sold, the Company expects to generate \$45.0 to \$55.0 million in proceeds (including the \$19.6 million Riverside, California manufacturing facility discussed above) dependent upon market conditions at time of sale. Total cumulative restructuring and related costs incurred as of December 31, 2019 were \$29.0 million.

The following is a summary of restructuring costs for the three and six months ended December 31, 2019.

<i>(in thousands)</i>	Three Months Ended December 31, 2019	Six Months Ended December 31, 2019
Inventory impairment	\$ 27	\$ 206
One-time employee termination benefits	123	469
Other associated costs	4,944	10,602
Total restructuring and related expenses	<u>\$ 5,094</u>	<u>\$ 11,277</u>
Reported as:		
Cost of goods sold	\$ 27	\$ 206
Operating expenses	\$ 5,067	\$ 11,071

The components of accrued restructuring costs are as follows:

<i>(in thousands)</i>	Accrued Restructuring June 30, 2019	Cost Incurred	Expenses Paid	Non-Cash	Accrued Restructuring December 31, 2019
Inventory impairment	\$ —	\$ 206	\$ —	\$ (206)	\$ —
One-time employee termination benefits	1,731	469	(1,835)	—	365
Contract termination costs	249	—	(82)	—	167
Other associated costs	4,223	10,602	(12,093)	(2,015)	717
Total	<u>\$ 6,203</u>	<u>\$ 11,277</u>	<u>\$ (14,010)</u>	<u>\$ (2,221)</u>	<u>\$ 1,249</u>

## 5. CREDIT ARRANGEMENTS

The Company maintains an unsecured credit agreement that provides short-term working capital financing up to \$10.0 million with interest of LIBOR plus 1% (2.76% at December 31, 2019), including up to \$4.0 million of letters of credit. Letters of credit outstanding at December 31, 2019 totaled \$1.3 million. Other than the outstanding letters of credit, the Company did not utilize borrowing availability under the credit facility, leaving borrowing availability of \$8.7 million as of December 31, 2019. The credit agreement expires June 30, 2020. At December 31, 2019, the Company was in compliance with all of the financial covenants contained in the credit agreement.

The Company maintains an additional unsecured \$10.0 million line of credit, with interest at prime minus 2%, (2.75% at December 31, 2019) that was scheduled to mature on December 31, 2019. Effective December 31, 2019, the Company renewed this unsecured \$10.0 million line of credit, with interest at prime minus 2%, subject to a floor of 3.75%, and extended the maturity date to June 30, 2020. No amount was outstanding on the line of credit at December 31, 2019.

## 6. INCOME TAXES

The provision for income taxes for the interim periods is based on an estimate of the Company's annual effective tax rate adjusted to reflect the impact of discrete items. Management judgment is required in projecting ordinary income to estimate the Company's annual effective tax rate. The Company's effective tax rate for the quarters ended December 31, 2019 and 2018 were 22.8% and 27.5%, respectively and for the six months ended December 31, 2019 and 2018 were 28.1% and 27.3%, respectively.

## 7. STOCK-BASED COMPENSATION

The Company accounts for its stock-based compensation plans in accordance with ASC 718, *Stock Compensation*, which requires the Company to measure all share-based payments at grant date fair value and recognize the cost over the requisite service period. Restricted shares and restricted stock units ("RSUs") generally vest over one to three years. Stock options are granted at an exercise price equal to the fair value of the Company's common stock price at the grant date and are exercisable for up to 10 years. Stock-based compensation is included in selling, general and administrative, and restructuring expenses on the Consolidated Statements of Income. The stock-based compensation expense included in restructuring expense were for retention RSUs in connection with the Company's restructuring plan. Forfeitures are recognized as incurred.

The following table is a summary of total stock-based compensation expense for the three and six months ended December 31, 2019 and December 31, 2018.

(in thousands)	Three Months Ended		Six Months Ended	
	December 31,		December 31,	
	2019	2018	2019	2018
Total stock-based compensation expense	\$ 1,897	\$ 323	\$ 3,077	\$ 868

The Company has two stock-based compensation plans available for granting awards to employees and directors.

### (1) Long-Term Incentive Compensation Plan ("LTICP")

The LTICP provides for RSUs to be awarded to officers and key employees based on performance targets set by the Compensation Committee of the Board of Directors (the "Committee"). The Company selected fully-diluted earnings per share and total shareholder return as the performance goal for the three-year performance periods from July 1, 2017 – June 30, 2020 ("2018-2020") and July 1, 2018 – June 30, 2021 ("2019-2021"). As of June 30, 2019, both the performance period 2018-2020 and 2019-2021 are no longer attainable. For the July 1, 2019 – June 30, 2022 ("2020-2022") three-year performance period, the Committee selected Adjusted Earnings Before Interest and Tax with a defined percentage growth in fiscal year 2021 and 2022. Since the 2018-2020 and 2019-2021 performance periods are no longer attainable, only RSU's granted for the 2020-2022 performance period are included in the table below for the Company's unvested LTICP RSUs during the six months ended December 31, 2019:

(shares in thousands)	Time Based Vest		Performance Based Vest		Total	
	Shares	Weighted average fair value per share	Shares	Weighted average fair value per share	Shares	Weighted average fair value per share
Unvested as June 30, 2019	—	\$ —	—	\$ —	—	\$ —
Granted	44	16.90	66	16.75	110	16.81
Unvested as of December 31, 2019	44	\$ 16.90	66	\$ 16.75	110	\$ 16.81

Total unrecognized stock-based compensation related to the unvested LTICP RSUs was \$1.2 million as of December 31, 2019, which is expected to be recognized over a period of 2.5 years.

(2) 2013 Omnibus Stock Plan, 2006 and 2009 Stock Option Plans

The 2013 Omnibus Stock Plan is for key employees, officers and directors and provides for the granting of incentive and nonqualified stock options, restricted stock, restricted stock units, stock appreciation rights and performance units. No additional stock options can be granted under the 2006 and 2009 stock option plans.

**Restricted shares and RSUs**

A summary of the activity in the Company's unvested restricted shares and unvested RSUs during the six months ended December 31, 2019 is as follows:

	Shares (in thousands)	Weighted average fair value per share
Unvested as June 30, 2019	55	\$ 28.55
Granted	221	16.48
Vested	(12)	31.80
Unvested as of December 31, 2019	264	\$ 18.33

Total unrecognized stock-based compensation related to unvested restricted shares and unvested RSUs was \$2.1 million as of December 31, 2019, which is expected to be recognized over a weighted average period of 1.3 years.

**Options**

A summary of the activity of the Company's stock option plans as of December 31, 2019, is presented below:

	Shares (in thousands)	Weighted Average Exercise Price
Outstanding at June 30, 2019	225	\$ 28.37
Granted	30	15.14
Exercised	(2)	8.55
Cancelled	(20)	34.59
Outstanding at December 31, 2019	233	\$ 26.50

The following table summarizes information for options outstanding at December 31, 2019:

Range of Prices	Options Outstanding (in thousands)	Weighted Average	
		Remaining Life (Years)	Exercise Price
\$ 8.55 - 15.14	41	7.7	\$ 14.45
17.23 - 19.77	23	2.4	18.81
20.50 - 27.57	92	7.3	24.13
31.06 - 32.80	46	7.0	32.28
43.09 - 47.45	31	7.0	45.32
\$ 8.55 - 47.45	233	6.8	\$ 26.36

Total unrecognized stock-based compensation expense related to options was \$0.2 million as of December 31, 2019, which is expected to be recognized over a period of 1.2 years.

#### Stock-based compensation granted outside a plan

During the quarter ended December 31, 2018, the Company awarded its Chief Executive Officer 55,000 options outside of any Company stock plans. Total unrecognized stock-based compensation expense related to options awarded outside a plan was \$0.1 million as of December 31, 2019, which is expected to be recognized over a period of 1.5 years.

### 8. EARNINGS PER SHARE

Basic earnings per share (EPS) of common stock are based on the weighted-average number of common shares outstanding during each period. Diluted earnings per share of common stock include the dilutive effect of potential common shares outstanding. The Company's potential common shares outstanding are stock options, shares associated with the Long-Term Incentive Compensation Plan and non-vested restricted stock units and restricted shares. The Company calculates the dilutive effect of outstanding options, restricted stock units and restricted shares using the treasury stock method. Anti-dilutive options are not included in the computation of diluted EPS when their exercise price is greater than the average closing market price of the common shares. In computing EPS for the quarter ended December 31, 2019, there are no dilutive shares as the Company reported a net loss. The reconciliation of the numerator and denominator of the basic and diluted earnings per share calculation is as follows:

	Three Months Ended December 31,		Six Months Ended December 31,	
	2019	2018	2019	2018
<i>(in thousands)</i>				
Basic shares	7,944	7,885	7,936	7,880
Potential common shares:				
Stock options	—	20	6	33
Non-vested restricted stock units and restricted shares	—	12	204	9
	—	32	210	42
Diluted shares	7,944	7,917	8,146	7,922
Anti-dilutive shares	—	141	254	115

Cash dividends declared per common share were \$0.22 and \$0.44 for the three months and six months ended December 31, 2019, respectively, and \$0.22 and \$0.44 for the three and six months ended December 31, 2018, respectively.

### 9. LITIGATION

Environmental Matters – In March 2016, the Company received a General Notice Letter for the Lane Street Groundwater Superfund Site (the "Lane Street Site") located in Elkhart, Indiana from the U.S. Environmental Protection Agency (EPA). In April 2016, the EPA issued their proposed clean-up plan for groundwater pollution and request for public comment. The Company responded to the request for public comment in May 2016. The EPA issued a Record of Decision selecting a remedy in August 2016 and estimated total costs to remediate of \$3.6 million. In July 2017, the EPA issued a Special Notice Letter to the Company demanding that the Company perform the remedy selected and pay for the remediation cost and past response costs of \$5.5 million. On October 12, 2017, the Company, after consultation with its insurance carriers, offered an amount, fully reimbursable by insurance coverage, to the EPA to resolve this matter. On November 6, 2017, the settlement offer extended on October 12, 2017 was rejected.

In April 2018, the EPA issued a Unilateral Administrative Order for Remedial Design and Remedial Action (the "Order") against the Company. The Order was issued under Section 106(a) of the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA), 42 U.S.C. §9606(a). The Order directs the Company to perform remedial design and remedial action for the Lane Street Site. The Order was to be effective May 29, 2018. To ensure completion of the remediation work, the EPA required the Company to secure financial assurance in the initial amount a \$3.6 million, which as noted above, is the estimated cost of remedial work. The Company believes that financial assurance is not required because it meets the relevant financial test criteria as provided in the Order. In May 2018, the EPA agreed to suspend enforcement of the Order so that the Company could conduct environmental testing upgradient to its former manufacturing location pursuant to an Administrative Order on Consent (AOC). On April 24, 2019, the Company signed an AOC with the EPA to conduct the upgradient investigation. The Company negotiated site access to the upgradient property over a period of months in 2019, followed by completion of sampling activities on that property on September 28-29, 2019. On November 22, 2019, the Company submitted a Data Summary Report with the data from those activities to the EPA. The EPA provided comments on the Data Summary Report on January 14, 2020. Meanwhile, on January 2, 2020, the Company entered into a First Amended Tolling

Agreement with the EPA which extends the statute of limitations potential claims by EPA through August 24, 2020. The Company reflected a \$3.6 million liability in the consolidated financial results for the fiscal year ended June 30, 2018. Despite the Company’s position that it did not cause nor contribute to the contamination, the Company continues to reflect this liability in the consolidated financials for the quarter ended December 31, 2019 in accordance with FASB issued *Asset Retirement and Environmental Obligations (ASC 410-30)*. The Company continues to evaluate the Order, its legal options and insurance coverages to assert its defense and recovery of current and future expenses related to this matter.

**Employment Matters** – The lawsuit entitled *Juan Hernandez, et al. v. Flexsteel Industries, Inc.* (“*Hernandez I*”), was filed on February 21, 2019 in the Superior Court for the County of Riverside by former employees Juan Hernandez and Richard Diaz (together, “Plaintiffs”). On April 29, 2019, Plaintiffs filed a second similarly titled lawsuit in the Superior Court for the County of Riverside (“*Hernandez II*”). *Hernandez II* is brought by the same attorneys as *Hernandez I* and features a single cause of action for civil penalties under the Private Attorneys General Act (“PAGA”). Flexsteel agreed to resolve both *Hernandez I* and *Hernandez II* in principle and on a class-wide basis for \$0.5 million. That settlement will serve to resolve the claims of the two Plaintiffs, as well as the approximately 270 remaining members of the class unless an individual class member asks to be excluded. At present, the material terms of the settlement are captured in a Memorandum of Agreement. Flexsteel anticipates that obtaining final approval of the parties’ settlement from the court will take at least six months and potentially longer, such that any settlement payments will not be made until the fiscal year ended June 30, 2021. The settlement amount of \$0.5 million, has been accrued in other current liabilities during the fiscal year ended June 30, 2019 and continues to reflect this liability in the consolidated financials for the quarter ended December 31, 2019.

**Other Proceedings** – From time to time, the Company is subject to various other legal proceedings, including lawsuits, which arise out of, and are incidental to, the conduct of the Company’s business. The Company does not consider any of such other proceedings that are currently pending, individually or in the aggregate, to be material to its business or likely to result in a material effect on its consolidated operating results, financial condition, or cash flows.

## 10. ASSETS HELD FOR SALE

During the second quarter of fiscal 2019, the Company committed to a plan to sell assets located at the Company’s Harrison, Arkansas, Huntingburg, Indiana, and Dubuque, Iowa locations as part of the Company’s restructuring plan, see Note 4 Restructuring. A summary of the assets held for sale is included in the table below as of December 31, 2019.

<b>Location</b>	<b>Asset Category</b>	<b>Cost</b>	<b>Accumulated Depreciation</b>	<b>Net Book Value</b>
<i>(in thousands)</i>				
Dubuque, Iowa	Airplane	\$ 2,593	\$ (2,093)	\$ 500
Harrison, Arkansas	Building & building improvements	1,382	(1,354)	28
	Land & land improvements	92	(42)	50
	Machinery & equipment	1,391	(1,391)	—
Huntingburg, Indiana	Building	855	(855)	—
	Land	51	—	51
		<u>\$ 6,364</u>	<u>\$ (5,735)</u>	<u>\$ 629</u>

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

### GENERAL:

The following analysis of the results of operations and financial condition of the Company should be read in conjunction with the consolidated financial statements and related notes included elsewhere in this quarterly report on Form 10-Q.

### CRITICAL ACCOUNTING POLICIES:

There have been no material changes to our critical accounting policies and estimates from the information provided in Item 7, "Management’s Discussion and Analysis of Financial Condition and Results of Operations", included in our 2019 annual report on Form 10-K, with the exception of adopting the lease standard in the first quarter of fiscal 2020, as described in Note 1 of the Notes to Consolidated Financial Statements, included in this Quarterly Report on Form 10-Q.

### Overview

The following table has been prepared as an aid in understanding the Company’s results of operations on a comparative basis for the three and six months ended December 31, 2019 and 2018. Amounts presented are percentages of the Company’s net sales.

	Three Months Ended December 31,		Six Months Ended December 31,	
	2019	2018	2019	2018
Net sales	100.0 %	100.0 %	100.0 %	100.0 %
Cost of goods sold	(84.4)	(81.9)	(83.6)	(81.3)
Gross margin	15.6	18.1	16.4	18.7
Selling, general and administrative	(17.6)	(16.4)	(17.5)	(17.1)
Restructuring expense	(4.9)	—	(5.4)	—
Gain on sale of facility	0.0	—	9.3	—
Operating (loss) income	(6.9)	1.8	2.8	1.6
Other income	0.1	—	0.1	0.1
(Loss) income before income taxes	(6.8)	1.8	2.9	1.7
Income tax benefit (provision)	1.5	(0.5)	(0.8)	(0.5)
Net (loss) income	(5.2)%	1.3 %	2.0 %	1.2 %

### Results of Operations for the Quarter Ended December 31, 2019 vs. 2018

The following table compares net sales for the quarter ended December:

(in thousands)	Three Months Ended December 31,		\$ Change	% Change
	2019	2018		
Residential	\$ 94,074	\$ 99,414	\$ (5,340)	(5.4)%
Contract	8,875	18,938	(10,063)	(53.1)
Total	\$ 102,949	\$ 118,352	\$ (15,403)	(13.0)%

Net sales were \$102.9 million for the quarter ended December 31, 2019 compared to net sales of \$118.4 million in the prior year quarter, a decrease of 13.0%. Residential net sales declined 5.4% when compared to the prior year quarter. The decline in residential net sales was primarily driven by the implementation of the tariff on furniture imported from China at 10% followed by an increase to 25%, which triggered significant price increases to the market place and led to the contraction of volume. This was partially offset by increased sales of our ready to assemble furniture through our ecommerce channel. Our ready to assemble furniture line sold primarily through ecommerce grew 30.1% during the quarter ended December 31, 2019 compared to the prior year quarter due to strong holiday sales and promotions. Contract net sales were down \$10.1 million, of which \$7.3 million was primarily driven by our decision to exit the commercial office and custom-designed hospitality product lines, coupled with a decline in our healthcare and vehicle products from lower demand.

Gross margin as a percent of net sales for the quarter ended December 31, 2019 was 15.6%, compared to 18.1% for the prior year quarter, a decline of 250 basis points (“bps”). Aggressive product pricing across our ecommerce and brick and mortar channels during the holiday shopping season contracted margins approximately 90 bps in the quarter. Additionally, as part of our customer and product profitability initiative, we executed a SKU rationalization process which resulted in an inventory valuation adjustment accounting for

approximately 150 bps of margin contraction. The remaining margin compression was due to increased costs aimed at improving lead times and customer experience of approximately 80 bps, offset by a benefit related to our success in collecting foreign VAT.

Selling, general and administrative (SG&A) expenses decreased \$1.3 million in the quarter ended December 31, 2019 compared to the prior year quarter. The decrease in SG&A expenses was due to the CEO transition expenses recorded in the prior year, volume reductions and restructuring savings, which were partially offset by ERP expenses, as well as higher incentive compensation.

During the quarter ended December 31, 2019, we incurred \$5.1 million of restructuring expenses primarily for facility closures, professional fees and employee termination costs as part of our previously announced comprehensive transformation program. See Note 4 Restructuring of the Notes to Consolidated Financial Statements, included in this Quarterly Report on Form 10-Q for more information.

Income tax benefit was \$1.6 million, or an effective rate of 22.8%, during the quarter ended December 31, 2019 compared to income tax expense of \$0.6 million in the prior year quarter, or an effective tax rate of 27.5%.

Net loss was \$5.4 million, or \$0.68 per diluted share for the quarter ended December 31, 2019, compared to net income of \$1.6 million, or \$0.20 per diluted share in the prior year quarter.

#### Results of Operations for the Six Months Ended December 31, 2019 vs. 2018

The following table compares net sales for the six months ended December:

<i>(in thousands)</i>	Six Months Ended December 31,		\$ Change	% Change
	2019	2018		
Residential	\$ 182,685	\$ 195,457	\$ (12,772)	(6.5)%
Contract	20,612	36,382	(15,770)	(43.3)
<b>Total</b>	<b>\$ 203,297</b>	<b>\$ 231,839</b>	<b>\$ (28,542)</b>	<b>(12.3)%</b>

Net sales were \$203.3 million for the six months ended December 31, 2019 compared to net sales of \$231.8 million in the prior year six-month period, a decrease of 12.3%. Residential net sales declined 6.5% when compared to the prior year six-month period. The decline in residential net sales are primarily attributable to the same factors discussed above for the quarter ended December 31, 2019 versus December 31, 2018. Contract net sales were down \$15.8 million, of which \$11.6 million was primarily driven by our decision to exit the commercial office and custom-designed hospitality product lines, coupled with a decline in our healthcare and vehicle seating products due to demand.

Gross margin as a percent of net sales for the six months ended December 31, 2019 was 16.4%, compared to 18.7% for the prior year six-month period, a decline of 230 bps. The 230 bps decline was primarily driven by a decline of 170 bps due to lower volume and product mix. Aggressive product pricing across our ecommerce and brick and mortar channels during the holiday shopping season contracted margins approximately 50 bps in the current six-month period. Additionally, as part of our customer and product profitability initiative, in the second quarter of fiscal 2020, we executed a SKU rationalization process which resulted in an inventory valuation adjustment representing 70 bps of margin contraction in the six-month period. Increased costs to serve customers to improve lead times and customer experience, favorable material and labor costs, and a benefit related to our success in collecting foreign VAT also contributed to margin performance in the six-month period.

Selling, general and administrative expenses decreased \$4.0 million in the six months ended December 31, 2019 compared to the prior year six-month period. The decline of \$4.0 million was primarily due to the CEO transition expenses recorded in the prior year, decreased volume and restructuring savings. These SG&A reductions were partially offset by ERP expenses and higher expenses for incentive compensation.

During the six months ended December 31, 2019, we incurred \$11.3 million of restructuring expenses primarily for facility closures, professional fees and employee termination costs as part of our previously announced comprehensive transformation program. See Note 4 Restructuring of the Notes to Consolidated Financial Statements, included in this Quarterly Report on Form 10-Q for more information.

During the six months ended December 31, 2019, we completed the sale of our Riverside, California property for a sale price of \$20.5 million generating net proceeds of \$19.6 million after customary closing costs, prorations and commissions. This resulted in a recognized, pre-tax gain on sale of asset in the amount of \$18.9 million.

Income tax expense was \$1.6 million, or an effective rate of 28.1%, during the six months ended December 31, 2019 compared to income tax expense of \$1.1 million in the prior year six-month period, or an effective tax rate of 27.3%.

Net income was \$4.2 million, or \$0.51 per diluted share for the six months ended December 31, 2019, compared to net income of \$2.9 million, or \$0.36 per diluted share in the six-month period.

### Liquidity and Capital Resources

Working capital (current assets less current liabilities) at December 31, 2019 was \$121.0 million compared to \$118.2 million at June 30, 2019. The increase in working capital was primarily attributable to proceeds from the sale of our Riverside, California facility, which was the main driver behind an increase in cash and cash equivalents of \$15.1 million. Trade receivables increased \$3.4 million, restructuring cost accruals declined \$5.0 million, inventory declined \$7.1 million due to strong sales, inventory management and SKU rationalization activities and other current assets declined \$6.2 million, primarily due to the collection of an income tax refund. Accounts Payable increased \$2.0 million. Capital expenditures are estimated to be a total of \$4.0 to \$5.0 million in fiscal 2020.

A summary of operating, investing and financing cash flow is shown in the following table:

<i>(in thousands)</i>	Six Months Ended December 31,	
	2019	2018
Net cash provided by operating activities	\$ 779	\$ 10,930
Net cash provided by (used in) investing activities	17,839	(9,477)
Net cash used in financing activities	(3,531)	(3,622)
Increase (decrease) in cash and cash equivalents	\$ 15,087	\$ (2,169)

#### ***Net cash provided by operating activities***

For the six months ended December 31, 2019, net cash provided by operating activities was \$0.8 million, which primarily consisted of net income of \$4.2 million, adjusted for non-cash depreciation of \$4.9 million, gain from the sale of capital assets of \$19.0 million and non-cash stock based compensation of \$3.3 million. Net cash provided in operating assets and liabilities was \$8.5 million. The cash provided in operating assets and liabilities of \$8.5 million, was primarily due to a decline in inventory of \$7.1 million and other current assets of \$7.1 million, coupled with an increase in accounts payable of \$1.8 million, partially offset by an increase trade receivables of \$3.2 million and a reduction in accrued liabilities of \$4.2. The decline in other current assets was primarily driven by a tax refund.

For the six months ended December 31, 2018, net cash provided by operating activities was \$10.9 million, which primarily consisted of net income of \$2.9 million, adjusted for non-cash depreciation of \$3.7 million, a decrease in inventory of \$2.3 million, and increases in accounts payable of \$3.6 million and accounts receivable of \$1.3 million.

#### ***Net cash provided by (used in) investing activities***

For the six months ended December 31, 2019, net cash provided by investing activities was \$17.8 million, primarily due to proceeds of \$19.6 million from the sale of our Riverside, California facility, partially offset by capital expenditures of \$1.8 million.

For the six months ended December 31, 2018, net cash used in investing activities was \$9.5 million. Capital expenditures were \$17.5 million, partially offset by net proceeds from sales of investments of \$7.9 million.

#### ***Net cash used in financing activities***

For the six months ended December 31, 2019, net cash used in financing activities was \$3.5 million, primarily due to dividends paid of \$3.5 million.

For the six months ended December 31, 2018, net cash used in financing activities was \$3.6 million, primarily due to dividends paid of \$3.5 million.

### Lines of Credit

The Company maintains a credit agreement which provides unsecured short-term working capital financing up to \$10.0 million with interest of LIBOR plus 1% (2.76% at December 31, 2019), including up to \$4.0 million of letters of credit. Letters of credit outstanding at December 31, 2019 totaled \$1.3 million, leaving borrowing availability of \$8.7 million. The credit agreement expires June 30, 2020.

The Company maintains an additional unsecured \$10.0 million line of credit, with interest at prime minus 2%, (2.75% at December 31, 2019) that was scheduled to mature on December 31, 2019. Effective December 31, 2019, the Company renewed this unsecured \$10.0

million line of credit, with interest at prime minus 2%, subject to a floor of 3.75%, and extended the maturity date to June 30, 2020. No amount was outstanding on the line of credit at December 31, 2019.

#### Contractual Obligations

As of December 31, 2019, there have been no material changes to our contractual obligations presented in our Annual Report on Form 10-K for the year ended June 30, 2019.

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

*General* – Market risk represents the risk of changes in the value of a financial instrument, derivative or non-derivative, caused by fluctuations in interest rates, foreign exchange rates and equity prices. As discussed below, management of the Company does not believe that changes in these factors could cause material fluctuations in the Company’s results of operations or cash flows. The ability to import furniture products can be adversely affected by political issues in the countries where suppliers are located, disruptions associated with shipping distances and negotiations with port employees. Other risks related to furniture product importation include government imposition of regulations and/or quotas; duties, tariffs and taxes on imports; and significant fluctuation in the value of the U.S. dollar against foreign currencies. Any of these factors could interrupt supply, decrease sales, increase costs and decrease earnings.

*Foreign Currency Risk* – During the quarters ended December 31, 2019 and 2018, the Company did not have sales, but has purchases and other expenses denominated in foreign currencies. The market risk associated with currency exchange rates and prices is not considered significant.

*Interest Rate Risk* – The Company’s primary market risk exposure with regard to financial instruments is changes in interest rates. At December 31, 2019, the Company did not have any debt outstanding, other than the portion of the \$10.0 million credit facility associated with outstanding letters of credit.

### **Item 4. Controls and Procedures**

(a) *Evaluation of disclosure controls and procedures.* Based on their evaluation as of the end of the period covered by this Quarterly Report on Form 10-Q, our Chief Executive Officer and Chief Financial Officer have concluded that our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended) were effective as of December 31, 2019.

(b) *Changes in internal control over financial reporting.* During the quarter ended December 31, 2019, there were no significant changes in our internal control over financial reporting (as defined in Rule 13a-15(f) under the Securities Exchange Act of 1934, as amended) that have materially affected, or are reasonably likely to materially affect the Company’s internal control over financial reporting.

### **Cautionary Statement Relevant to Forward-Looking Information for the Purpose of “Safe Harbor” Provisions of the Private Securities Litigation Reform Act of 1995**

The Company and its representatives may from time to time make written or oral forward-looking statements with respect to long-term goals or anticipated results of the Company, including statements contained in the Company’s filings with the Securities and Exchange Commission and in its reports to stockholders.

Statements, including those in this Quarterly Report on Form 10-Q, which are not historical or current facts, are “forward-looking statements” made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. There are certain important factors that could cause our results to differ materially from those anticipated by some of the statements made herein. Investors are cautioned that all forward-looking statements involve risk and uncertainty. Some of the factors that could affect results are the cyclical nature of the furniture industry, supply chain disruptions, litigation, the effectiveness of new product introductions and distribution channels, the product mix of sales, pricing pressures, the cost of raw materials and fuel, retention and recruitment of key employees, actions by governments including laws, regulations, taxes and tariffs, inflation, the amount of sales generated and the profit margins thereon, competition (both U.S. and foreign), credit exposure with customers, participation in multi-employer pension plans, timing to implement restructuring and general economic conditions. For further information regarding these risks and uncertainties, see the “Risk Factors” section in Item 1A of our most recent Annual Report on Form 10-K.

The Company specifically declines to undertake any obligation to publicly revise any forward-looking statements that have been made to reflect events or circumstances after the date of such statements or to reflect the occurrence of anticipated or unanticipated events.

**PART II OTHER INFORMATION**

**Item 1A. Risk Factors**

There has been no material change in the risk factors set forth under Part 1, Item 1A “Risk Factors” in the Company’s Annual Report on Form 10-K for the fiscal year ended June 30, 2019.

**Item 6. Exhibits**

Exhibit No.

<a href="#">31.1</a>	<a href="#">Certification of Chief Executive Officer pursuant to Rule 13a-14(a) and 15d-14(a) of the Securities Exchange Act of 1934, as amended.*</a>
<a href="#">31.2</a>	<a href="#">Certification of Chief Financial Officer pursuant to Rule 13a-14(a) and 15d-14(a) of the Securities Exchange Act of 1934, as amended.*</a>
<a href="#">32</a>	<a href="#">Certification of Chief Executive Officer and Chief Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.*</a>
101.INS	XBRL Instance Document**
101.SCH	XBRL Taxonomy Extension Schema Document
101.CAL	XBRL Taxonomy Extension Calculation Linkbase Document
101.LAB	XBRL Taxonomy Extension Labels Linkbase Document
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document
<u>101.PRE</u>	<u>XBRL Taxonomy Extension Presentation Linkbase Document</u>

\* Filed herewith

\*\* In accordance with Regulation S-T, the XBRL-related information in Exhibit 101 to this Quarterly Report on Form 10-Q shall be deemed to be “furnished” and not “filed.”

**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.

FLEXSTEEL INDUSTRIES, INC.

Date: January 31, 2020

By: /s/ Marcus D. Hamilton  
Marcus D. Hamilton  
Chief Financial Officer  
(Principal Financial & Accounting Officer)

## CERTIFICATION

I, Jerald K. Dittmer, certify that:

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

Date: January 31, 2020

/s/ Jerald K. Dittmer  
Jerald K. Dittmer  
Chief Executive Officer

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## CERTIFICATION

I, Marcus D. Hamilton, certify that:

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

Date: January 31, 2020

/s/ Marcus D. Hamilton  
Marcus D. Hamilton  
Chief Financial Officer

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**CERTIFICATION BY  
CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER  
PURSUANT TO 18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of Flexsteel Industries, Inc. (the "Company") on Form 10-Q for the quarter ended December 31, 2019 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), we, Jerald K. Dittmer, Chief Executive Officer, and Marcus D. Hamilton, Chief Financial Officer, of the Company, certify, pursuant to 18 U.S.C. §1350, as adopted pursuant to §906 of the Sarbanes-Oxley Act of 2002, that:

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

Date: January 31, 2020

/s/ Jerald K. Dittmer

Jerald K. Dittmer  
Chief Executive Officer

/s/ Marcus D. Hamilton

Marcus D. Hamilton  
Chief Financial Officer

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