

ETHAN ALLEN INTERIORS INC
Form DEF 14A
October 17, 2007
UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

SCHEDULE 14A

Proxy Statement Pursuant to Section 14(a) of
the Securities Exchange Act of 1934 (Amendment No.)

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
 Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))
 Definitive Proxy Statement
 Definitive Additional Materials
 Soliciting Material Pursuant to §240.14a-12

ETHAN ALLEN INTERIORS INC.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
 Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.
- | | |
|-----|---|
| (1) | Title of each class of securities to which transaction applies: |
| (2) | Aggregate number of securities to which transaction applies: |
| (3) | Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined): |
| (4) | Proposed maximum aggregate value of transaction: |
| (5) | Total fee paid: |
- Fee paid previously with preliminary materials.
 Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.
- | | |
|-----|---|
| (1) | Amount Previously Paid: |
| (2) | Form, Schedule or Registration Statement No.: |
| (3) | Filing Party: |
| (4) | Date Filed: |

ETHAN ALLEN INTERIORS INC.

**Ethan Allen Drive
Danbury, Connecticut 06811**

October 17, 2007

Dear Stockholder:

You are cordially invited to attend the 2007 Annual Meeting of stockholders of Ethan Allen Interiors Inc. This meeting will be held at the Ethan Allen International Corporate Headquarters, Ethan Allen Drive, Danbury, Connecticut 06811 at 9:00 A.M., local time, on Tuesday, November 13, 2007.

You will find information about the meeting in the enclosed Notice and Proxy Statement.

Your vote is very important and we hope you will be able to attend the meeting. To ensure your representation at the meeting, even if you anticipate attending in person, we urge you to vote by returning the enclosed proxy card, by registering your vote using the Internet or by telephone. If you attend, you will, of course, be entitled to vote in person.

Sincerely,

M. Farooq Kathwari
*Chairman of the Board,
President and Principal Executive Officer*

ETHAN ALLEN INTERIORS INC.
Ethan Allen Drive
Danbury, Connecticut 06811

NOTICE OF 2007 ANNUAL MEETING OF STOCKHOLDERS

To our Stockholders:

The Annual Meeting of stockholders of Ethan Allen Interiors Inc. will be held at the Ethan Allen International Corporate Headquarters on Tuesday, November 13, 2007 at 9:00 A.M., local time, for the purpose of considering and acting upon the following:

1. **The election of directors;**
2. **Ratification of the appointment of KPMG LLP as our independent registered public accounting firm for the 2008 fiscal year;**
3. **Amendment to the 1992 Stock Option Plan;**
4. **Approval of the incentive performance components of the New Employment Agreement; and**
5. **Such other business as may properly come before the meeting.**

The Board of Directors has fixed September 17, 2007 as the record date for determining stockholders entitled to notice of, and to vote at, the meeting. We are mailing this notice and the accompanying proxy statement on or about October 17, 2007. We are also enclosing a copy of our 2007 annual report. Whether you plan to attend the meeting in person or not, stockholders are requested to mark, sign, date and return the enclosed proxy card. An envelope is provided requiring no postage for mailing in the United States. You may also vote by telephone or on the Internet (for information and instructions, please see the enclosed proxy card). Your prompt response is appreciated.

By Order of the Board of Directors,
Pamela A. Banks
Secretary

October 17, 2007
Ethan Allen Interiors Inc.
Ethan Allen Drive
Danbury, Connecticut 06811

ETHAN ALLEN INTERIORS INC.

**Ethan Allen Drive
Danbury, Connecticut 06811**

Questions and Answers

Q: What is a proxy?

A: A proxy is a document, also referred to as a proxy card, on which you authorize someone else to vote for you at the upcoming annual meeting in the way that you want to vote. You also may choose to abstain from voting. Ethan Allen Interiors Inc.'s board of directors is soliciting the proxy card enclosed.

Q: What are the purposes of this annual meeting?

A: At the Annual Meeting, stockholders will elect three directors, each for a three-year term expiring in 2010. The board's nominees are: Clinton A. Clark, Kristin Gamble and Edward H. Meyer (See page 4). Stockholders will also vote on (i) ratifying our appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2008; (ii) an amendment to the 1992 Stock Option Plan; and (iii) the incentive performance components of Mr. Kathwari's new employment agreement. Other than routine or procedural matters, we do not expect any other business will be brought up at the meeting, but if any other business is properly brought up, the persons named in the enclosed proxy will have authority to vote on it as they see fit.

Q: Who is entitled to vote?

A: Only record holders of our common shares of stock at the close of business on the record date for the meeting, September 17, 2007, are entitled to vote at the annual meeting. Each common share has one vote.

Q: How do I vote?

A: Sign and date each proxy card that you receive and return it in the enclosed envelope. Proxies will be voted as you specify on each card. If you sign and return a proxy card without specifying how to vote, your shares will be voted FOR the election of the director nominees identified in this proxy statement; FOR ratification of our appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2008; FOR the amendment to the 1992 Stock Option Plan; and FOR approval of the incentive performance components of Mr. Kathwari's new employment agreement. Your shares also will be voted on any other business that comes before the meeting.

Q: Can I vote by telephone or on the Internet?

A: Yes. If you hold your shares in your own name, you may vote by telephone or on the Internet by following the instructions set forth in the attached proxy card. If your shares are held through a broker, bank, or other nominee, they will contact you to request your voting instructions and should provide you with information on voting those shares by telephone or on the Internet.

Q: Can I change my vote after I have voted?

A: A later vote by any means will cancel any earlier vote. For example, if you vote by telephone and later vote differently on the Internet, the Internet vote will count, and the telephone vote will be canceled. If you wish to change your vote by mail, you should write our Secretary and request a new proxy card. The last vote we receive before the meeting will be the one counted. You also may change your vote by voting in person at the meeting.

Q: What does it mean if I get more than one proxy card?

A: It means that your shares are registered in more than one way. Sign and return *all* proxy cards or vote *each* group of shares by telephone or on the Internet to ensure that all your shares are voted.

Q: Why did our household receive only one proxy statement and annual report this year?

A: If there are two or more stockholders sharing the same address and you did not withhold your consent to householding, we are only sending your household a single copy of our annual report and proxy statement unless we have received contrary instructions from one or more of the stockholders at your address. We believe this householding program will provide you greater convenience and save us the cost of mailing duplicate documents to your home. We will promptly provide additional copies of our 2007 annual report or this proxy statement to the other stockholders in your household if you send a written request to: Office of the Secretary, Ethan Allen Interiors Inc., Ethan Allen Drive, Danbury, Connecticut 06811, or you may call us at 203-743-8496 to request additional copies. Copies of the annual report, proxy statement and other reports we file with the SEC are also available on our website at www.ethanallen.com/investors or through the SEC's website at www.sec.gov.

You may revoke your consent to householding at any time by contacting Broadridge Financial Solutions, Inc., either by calling toll-free 800-542-1061, or by writing to Broadridge Financial Solutions, Inc., Household Department, 51 Mercedes Way, Edgewood, New York 11717. If you revoke your consent, you will be removed from the householding program within 30 days of receipt of your revocation, and each stockholder at your address will then begin receiving individual copies of our disclosure documents. Similarly, if you share an address with another stockholder and have received multiple copies of our proxy materials, you may contact Broadridge Financial Solutions, Inc. to request delivery of a single copy of these materials in the future.

PROXY STATEMENT

This Proxy Statement is furnished in connection with the solicitation by the Board of Directors (the Board of Directors) of Ethan Allen Interiors Inc., a Delaware corporation (the Company), of proxies for use at the 2007 Annual Meeting of stockholders (the Annual Meeting) of the Company to be held on Tuesday, November 13, 2007 at the Ethan Allen International Corporate Headquarters, Ethan Allen Drive, Danbury, Connecticut 06811 at 9:00 A.M., local time, or any adjournment thereof. The Proxy Statement and accompanying form of proxy are first being mailed to stockholders on or about October 17, 2007.

VOTING SECURITIES; PROXIES; REQUIRED VOTE

Voting Securities

The Board of Directors has fixed the close of business on September 17, 2007 as the record date (the Record Date) for the determination of stockholders entitled to notice of, and to vote at, the Annual Meeting. As of the Record Date, the Company had outstanding 29,767,485 shares of common stock, par value \$.01 per share (the Common Stock). The holders of Common Stock as of the Record Date are entitled to notice of, and to vote at, the Annual Meeting. Holders of Common Stock are entitled to one vote per share.

Proxies

Horace G. McDonell and Frank G. Wisner, the persons named as proxies on the proxy card accompanying this Proxy Statement, were selected by the Board of Directors of the Company to serve in such capacity. Each properly executed and returned proxy will be voted in accordance with the directions indicated thereon, or if no directions are indicated, such proxy will be voted in accordance with the recommendations of the Board of Directors contained in this Proxy Statement. In voting by proxy with regard to the election of directors, stockholders may vote in favor of all nominees, withhold their vote as to all nominees or withhold their vote as to a specific nominee(s). Each stockholder giving a proxy has the power to revoke it at any time before the shares it represents are voted. Revocation of a proxy is effective upon receipt of a later vote by (i) telephone; (ii) Internet; or (iii) receipt by the Secretary of the Company of either: (a) an instrument revoking the proxy; or (b) a duly executed proxy bearing a later date. Additionally, a stockholder may change or revoke a previously executed proxy by voting in person at the Annual Meeting.

Required Vote

The holders of at least one-third of the outstanding shares of Common Stock represented in person or by proxy will constitute a quorum at the Annual Meeting. At the Annual Meeting, the vote of a majority in interest of the stockholders present, in person or by proxy, and entitled to vote thereon is required (i) to elect directors; (ii) to ratify the appointment of KPMG LLP as the independent registered public accounting firm of the Company; (iii) to amend the 1992 Stock Option Plan (Option Plan); and (iv) to approve the incentive performance components of the New Employment Agreement (as defined herein).

The election inspectors appointed for the meeting will tabulate the votes cast, in person or by proxy, at the Annual Meeting and will determine whether or not a quorum is present. The election inspectors will treat abstentions as shares that are present and entitled to vote for purposes of determining the presence of a quorum but as unvoted for purposes of determining the approval of any matter submitted to the stockholders for a vote. If a broker indicates on the proxy that it does not have discretionary authority to vote on a particular matter, as to certain shares, those shares will not be considered as present and entitled to vote with respect to that matter.

PROPOSAL 1

ELECTION OF DIRECTORS

The Board of Directors is presently composed of seven members. The Restated Certificate of Incorporation of the Company divides the Board of Directors into three classes, with one class of directors elected each year for a three-year term. The term of the directors in class II, which is composed of three directors, expires as of the Annual Meeting.

Clinton A. Clark, Kristin Gamble and Edward H. Meyer are nominated for election at the Annual Meeting, each to serve as a director for a three-year term. If for any reason Mr. Clark, Ms. Gamble or Mr. Meyer becomes unable or unwilling to serve at the time of the Annual Meeting, the persons named as proxies in the enclosed proxy card will have discretionary authority to vote for a substitute nominee(s). It is not anticipated that Mr. Clark, Ms. Gamble or Mr. Meyer will be unavailable for election.

The following sets forth information as to Mr. Clark, Ms. Gamble and Mr. Meyer and each director continuing in office, including his or her age, present principal occupation, other business experience, directorships in other publicly held companies, membership on committees of the Board of Directors and period of service as a director of the Company.

Nominees for Election at this Annual Meeting to a Term Expiring in 2010

Clinton A. Clark, 65, was elected as a director of the Company on June 30, 1989. He is the President and sole stockholder of CAC Investments, Inc. (CAC) a private investment company he founded in January 1986. Prior to founding CAC, Mr. Clark was Chairman, President and Chief Executive Officer of Long John Silver's Restaurants, Inc. from 1990 through September 1993 and President and Chief Executive Officer of The Children's Place, a retail children's apparel chain he founded in 1968. Mr. Clark is also an investor in and director of several private companies. He is Chairman of the Compensation Committee and a member of the Audit Committee.

Kristin Gamble, 62, was elected as a director of the Company on July 28, 1992. Since 1984, she has been President of Flood, Gamble Associates, Inc., an investment counseling firm. Ms. Gamble was Senior Vice President responsible for equity strategy and economic research with Manufacturers Hanover Trust Company from 1981 to 1984. Prior to that, she held various management positions with Manufacturers Hanover (1977 - 1981), Foley, Warendorf & Co., a brokerage firm (1976 - 1977), Rothschild, Inc. (1971 - 1976) and Merrill, Lynch, Pierce, Fenner & Smith (1968 - 1971). Since May 1995, she has served as a member of the Board of Trustees of Federal Realty Investment Trust. She is a member of the Compensation Committee and the Nominations/Corporate Governance Committee.

Edward H. Meyer, 80, was elected as a director of the Company on May 30, 1991. He is Chairman of the Board and Chief Executive Officer of Ocean Road Advisors, Inc. (Ocean Road) an investment management company he founded in 2006. He was the former Chairman of the Board, and Chief Executive Officer of Grey Global Group Inc. (Grey Global). Mr. Meyer joined Grey Global in 1956 and in 1964 was appointed Executive Vice President for Account Services. He was thereafter elected President in 1968 and Chief Executive Officer and Chairman in 1970. Mr. Meyer is a director of a number of outside business and financial organizations, including Harman International Industries, Inc. and AllConnect, Inc.

Directors Whose Present Terms Will Continue Until 2009

Richard A. Sandberg, 65, was elected as a director of the Company on November 17, 2003. He is Chief Financial Officer and a Director of Matritech, Inc., a publicly traded developer and manufacturer of cancer diagnostic test products and is acting Chief Financial Officer at Oxford Immunotec, Ltd., a privately held developer and manufacturer of non-cancer diagnostic tests. From January 2004 to July 2007 he also served as Chief Financial Officer of Battery Asset Management, LLC, a firm engaged in foreign currency

transactions. Prior to his current positions, Mr. Sandberg held financial and operating positions at Dianon Systems, Inc., a company he founded in 1983, including Chief Executive Officer and Chief Financial Officer, and at private healthcare companies engaged in DNA testing and pharmaceutical development. Since 2005 Mr. Sandberg has been a member of the Board of Directors of North American Scientific, Inc., a publicly traded radiation-based technology company focused on the diagnosis and treatment of cancer. He is a member of the Audit Committee.

Frank G. Wisner, 69, was elected as a director of the Company on July 23, 2001. He is Vice Chairman, External Affairs, of American International Group (AIG), the leading United States-based mixed financial services and international insurance organization. Mr. Wisner is also on the board of directors of EOG Resources, Inc. Prior to joining AIG, he was the United States Ambassador to India from July 1994 through July 1997. He retired from the United States Government with the rank of Career Ambassador, the highest grade in the Foreign Service. Mr. Wisner joined the State Department as a Foreign Service Officer in 1961 and served in a variety of overseas and Washington positions during his 36-year career. Among his other positions, Mr. Wisner served successively as United States Ambassador to Zambia, Egypt and the Philippines. Before being named United States Ambassador to India, his most recent assignment was as Under Secretary of Defense for Policy. Prior to that, he was Under Secretary of State for International Security Affairs. He is Chairman of the Nominations/Corporate Governance Committee and, as of November 14, 2006, is a member of the Compensation Committee.

Directors Whose Present Terms Will Continue Until 2008

M. Farooq Kathwari, 63, is the Chairman, President and Principal Executive officer of Ethan Allen Interiors Inc. He has been President of the Company since 1985 and Chairman and Principal Executive Officer since 1988. He received his B.A. degree from Kashmir University in English Literature and Political Science and an M.B.A. in International Marketing from New York University. Mr. Kathwari serves on several not-for-profit organizations, including: Chairman of the National Retail Federation, Chairman of Refugees International, and a Director of the Institute for the Study of Diplomacy at Georgetown University. He has received several recognitions, including the 2007 Outstanding American by Choice award from the United States Government, 2005 Eleanor Roosevelt Val-Kill Medal, National Human Relations Awards by the American Jewish Committee, *Worth Magazine* Recognition of one of 50 Best CEOs in USA, the National Retail Federation Gold Medal, recipient of the International First Freedom Award from the Council for America's First Freedom, and Ernst & Young's Entrepreneur of the Year Award.

Horace G. McDonell, 78, was elected as a director of the Company on May 30, 1991. He retired as Chairman and Chief Executive Officer of the Perkin-Elmer Corporation in November 1990. Mr. McDonell served in a number of marketing and executive positions in that company. He was elected President in 1980, Chief Executive Officer in 1984, and Chairman in 1985. He is a past Chairman of the American Electronics Association and a past director of Danbury Health Systems, Hubbell Incorporated, Uniroyal Incorporated, Silicon Valley Group Incorporated and ETEC Incorporated. He is Chairman of the Audit Committee, a member of the Nominations/Corporate Governance Committee and, until November 13, 2006, was a member of the Compensation Committee.

THE BOARD OF DIRECTORS RECOMMENDS A VOTE FOR THE ELECTION OF THE NOMINEES FOR DIRECTOR NAMED ABOVE, WHICH IS DESIGNATED AS PROPOSAL NO. 1 ON THE ENCLOSED PROXY CARD.

CORPORATE GOVERNANCE

The Board of Directors has determined that each of the following directors or director nominees comprising the six non-management directors including all three nominees meet the criteria for

independent directors as defined in Section 303A.02 of the listing standards of the New York Stock Exchange (NYSE Listing Standards): Clinton A. Clark, Kristin Gamble, Horace G. McDonell, Edward H. Meyer, Richard A. Sandberg and Frank G. Wisner.

Stockholder Communication with Directors

Stockholders or interested parties may communicate with the full board, full committee, individual committee members or individual directors by sending communications to the Office of the Secretary, Ethan Allen Interiors Inc., Ethan Allen Drive, Danbury, Connecticut 06811 for forwarding to the appropriate director(s). Please specify to whom your correspondence should be directed. The Corporate Secretary has been instructed by the Board to review and promptly forward all correspondence (except advertising material and ordinary business matters) to the full board, full committee, individual director or committee member, as indicated in the correspondence.

Certain Transactions

The Company is party to indemnification agreements with each of the members of the Board of Directors pursuant to which the Company has agreed to indemnify and hold harmless each member of the Board of Directors from liabilities incurred as a result of such director's status as a director of the Company, subject to certain limitations.

Compensation Committee Interlocks and Insider Participation

No executive officer of the Company, or any of its subsidiaries, served as a director of or on the Compensation Committee (or equivalent) of another entity except as otherwise disclosed herein.

Charters, Code and Guidelines

The Company's Code of Business Conduct and Ethics, Corporate Governance Guidelines and the charters of its Audit Committee, Compensation Committee and Nominations/Corporate Governance Committee are available on the Company's website at www.ethanallen.com/governance. Any waiver of the Company's Code of Business Conduct and Ethics for directors or executive officers may only be made by the Nominations/Corporate Governance Committee, and any waivers or amendments will be disclosed promptly by a posting on our website. Stockholders may request a copy of any of these documents by writing to: Ethan Allen Interiors Inc., Ethan Allen Drive, Danbury, CT 06811, Attn: Office of the Secretary.

Meetings and Committees of the Board of Directors

During fiscal year 2007, there were four regularly scheduled meetings of the Board of Directors, one special meeting of the Board of Directors, and the annual meeting of stockholders. Non-employee directors ordinarily meet in executive session without management present immediately after regularly scheduled board meetings. These sessions are chaired by a non-employee director, which chair is rotated annually. Horace G. McDonell currently chairs the independent director meetings. All directors are expected to attend all board meetings, independent director meetings, stockholder meetings and committee meetings, as appropriate. The Board of Directors realizes that conflicts may arise from time to time but expects that each director will make every effort to keep such conflicts to a minimum. All directors who then held office, except Edward H. Meyer and Kristin Gamble, attended the November 14, 2006 annual meeting of stockholders. In fiscal year 2007, except as otherwise set forth hereinafter, there was 93% attendance at all board meetings and committee meetings.

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

The Board of Directors has established three standing committees: the Audit Committee; the Compensation Committee; and the Nominations/Corporate Governance Committee. Committee membership of each nominee and continuing director are set forth below:

Audit Committee:

Horace G. McDonell (Chairman)
Clinton A. Clark
Richard A. Sandberg

Nominations/Corporate Governance Committee:

Frank G. Wisner (Chairman)
Kristin Gamble
Horace G. McDonell

Compensation Committee:

Clinton A. Clark (Chairman)

Kristin Gamble

Horace G. McDonell (July 1, 2006 – November 13, 2006)

Frank G. Wisner

AUDIT COMMITTEE

The Audit Committee is principally responsible for ensuring the accuracy and effectiveness of the annual audit of the financial statements as conducted by the Company's internal auditors and independent registered public accounting firm. The duties of the Committee include, but are not limited to: (i) appointing and supervising the Company's independent registered public accounting firm; (ii) assessing the organization and scope of the Company's internal audit function; (iii) reviewing the scope of audits to be conducted, as well as the results thereof; (iv) approving audit and non-audit services provided to the Company by the independent registered public accounting firm; and (v) overseeing the Company's financial reporting activities, including the Company's system of internal control and the accounting standards and principles applied.

In accordance with SEC regulations, the Audit Committee has approved an Audit Committee Charter, describing the responsibilities of the Audit Committee, a copy of which can be found on the Company's website at www.ethanallen.com/governance. Each member of the Audit Committee is independent, as defined in Sections 303.01(B)(2)(a) and (3) of the NYSE Listing Standards and Item 7(d)(3) of Schedule 14A and is an audit committee financial expert as defined under Item 401 of Regulation S-K of the Securities Exchange Act of 1934.

Report of the Audit Committee of the Board of Directors

The Audit Committee oversees the Company's financial reporting process, including the Company's system of internal control, on behalf of the Board of Directors. However, management has the primary responsibility for the financial statements and the reporting process, including the system of internal control. In fulfilling its oversight responsibilities, the Audit Committee reviewed, with management, the audited financial statements contained within the Annual Report on Form 10-K, including a discussion of the quality, not just the acceptability, of the accounting principles, the reasonableness of significant judgments, and the clarity of disclosures contained in those financial statements. In addition, in compliance with the Sarbanes-Oxley Act of 2002 (SOX), the Audit Committee reviewed with management and KPMG LLP, the Company's independent registered public accounting firm (KPMG), the effectiveness of the Company's internal control over financial reporting as of June 30, 2007.

The Audit Committee reviewed with KPMG, who is responsible for expressing an opinion on the conformity of those audited financial statements with U.S. generally accepted accounting principles, their judgment(s) as to the quality, not just the acceptability, of the Company's accounting principles. The Audit Committee also reviewed such other matters as are required to be discussed under auditing standards of the Public Company Accounting Oversight Board (United States), including Statement on Auditing Standards No. 61. In addition, the Audit Committee has received from KPMG the written disclosures required by Independence Standards Board Standard No. 1 and has discussed with KPMG the auditors' independence from management and the Company.

The Audit Committee discussed with the Company's internal auditors and KPMG the overall scope and plans for their respective audits. The Audit Committee met with the internal auditors and KPMG, with and without management present, to discuss the results of their examinations, their evaluations of the Company's system of internal control and the overall quality of the Company's financial reporting practices. The Audit Committee held 9 meetings during fiscal year 2007, which included, but were not limited to, the review of the quarterly Form 10-Q filings and annual Form 10-K filing.

In reliance on the reviews and discussions referred to above, the Audit Committee recommended to the Board of Directors that the audited financial statements be included in the Company's Annual Report on Form 10-K for the year ended June 30, 2007 for filing with the SEC.

HORACE G. McDONELL, CHAIRMAN
CLINTON A. CLARK
RICHARD A. SANDBERG

NOMINATIONS/CORPORATE GOVERNANCE COMMITTEE

The duties of the Nominations/Corporate Governance Committee include, but are not limited to, the duty to: (i) develop qualification criteria for board members and nominate or recommend to the Board of Directors individuals to serve on the Board of Directors; (ii) review and monitor the Company's corporate governance policies and guidelines, including the Company's trading policy for its directors and executive officers; and (iii) make an annual assessment of the Board's performance and report to the Board of Directors. The Nominations/Corporate Governance Committee follows the procedure concerning nominations or consideration of director candidates recommended by stockholders set forth in the Company's Amended and Restated By-Laws ("By-Laws"). The By-Laws of the Company permit stockholders, as of the Record Date, to nominate director candidates at the annual meeting, subject to certain notification requirements. (See "Stockholder Proposals and Nomination of Directors under Other Matters, beginning on page 35 herein, for information on how to submit a proposal or nominate a director.) The Nominations/Corporate Governance Committee believes that as a result of the provisions in the By-Laws, any separate policy relating to stockholder proposals or nominations by the Nominations/Corporate Governance Committee would be duplicative. Each member of the Nominations/Corporate Governance Committee is independent as defined in Section 303A.02 of the NYSE Listing Standards. The Nominations/Corporate Governance Committee held 2 meetings during fiscal year 2007.

The Nominations/Corporate Governance Committee seeks candidates who demonstrate a willingness and ability to prepare for, attend and participate in all board and committee meetings and whose experience and skill would complement the then existing mix of directors. The Nominations/Corporate Governance Committee gathers suggestions as to individuals who may be available to meet the Board of Directors future needs from a variety of sources, such as past and present directors, stockholders, colleagues and other parties with which a member of the Nominations/Corporate Governance Committee or the Board of Directors have had business dealings, and undertakes a preliminary review of the individuals suggested. At such times as the Nominations/Corporate Governance Committee determines that a relatively near term need exists and the Nominations/Corporate Governance Committee believes that an individual's qualities and skills would complement the then existing mix of directors, the Nominations/Corporate Governance Committee or its Chairman will contact the individual. The Chairman will, after such contact, discuss the individual with the Nominations/Corporate Governance Committee. Based on the Nominations/Corporate Governance Committee's evaluation of potential nominees and the Company's needs, the Nominations/Corporate Governance Committee determines whether to nominate the individual for election as a director. While the Nominations/Corporate Governance Committee has not, in the past, engaged any third party firm or consultant to identify or evaluate nominees, the Nominations/Corporate Governance Committee, in accordance with its charter, may do so in the future. There are no differences in the manner in which the Nominations/Corporate Governance Committee evaluates nominees for director recommended by a stockholder.

Section 16(a) Beneficial Ownership Reporting Compliance

Section 16(a) of the Exchange Act requires our executive officers and directors, owners of over 10% of our Common Stock, and some persons who formerly were directors, executive officers, or over 10% owners, to file reports of ownership and changes in ownership with the Securities and Exchange Commission and the New York Stock Exchange and furnish us with a copy of each report filed. Based solely on our review of copies of the reports by some of those persons and written representation from others that no reports were required, the Company believes that during fiscal year 2007 all Section 16(a) filing requirements were observed.

Security Ownership of Common Stock of Certain Owners and Management

The following table sets forth, as of September 17, 2007, except as otherwise noted, information with respect to beneficial ownership of the Common Stock in respect of: (i) each director and Named Executive Officer (as defined herein) of the Company; (ii) all directors and Named Executive Officers of the Company as a group; and (iii) based on information available to the Company and a review of statements filed with the SEC pursuant to Section 13(d) and/or 13(g) of the Securities Act of 1934, as amended (the Exchange Act), each person or entity that beneficially owned (directly or together with affiliates) more than 5% of the Common Stock. The Company believes that each individual or entity named has sole investment and voting power with respect to shares of Common Stock indicated as beneficially owned by them, except as otherwise noted.

Name and Address of Beneficial Owner	Shares Beneficially Owned(1)	Common Stock Percentage Ownership(1)
Directors and Executive Officers:		
M. Farooq Kathwari(2)	3,973,019	12.83 %
Edward H. Meyer(3)	85,440	*
Horace G. McDonell(4)	59,244	*
Kristin Gamble(5)	34,000	*
Clinton A. Clark(6)	25,198	*
Richard A. Sandberg(7)	8,000	*
Frank G. Wisner(8)	15,600	*
Edward Teplitz(9)	18,500	*
Corey Whitely(10)	11,782	*
Nora Murphy(11)	6,500	*
Jeffrey Hoyt(12)	1,687	*
All executive officers and directors as a group(2)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	4,238,970	13.62 %
Other Principal Stockholders:		
FMR Corp.(13)	3,213,220	10.79 %
Royce & Associates, LLC(14)	3,183,795	10.70 %
AMVESCAP PLC(15)	2,611,043	8.77 %
Lord, Abbett & Co., LLC(16)	2,596,039	8.72 %
Artisan Partners LP(17)	2,106,000	7.07 %
Barclays Global Investors Japan Limited(18)	1,702,389	5.72 %

* Indicates beneficial ownership of less than 1% of shares of Common Stock.

(1) Information presented herein reflects beneficial share ownership and includes stock-based compensation awards and outstanding options granted under the 1992 Stock Option Plan (the Stock Options), which as of September 17, 2007, are currently exercisable or will become exercisable within sixty (60) days.

(2) Includes (a) 2,767,302 shares owned directly by Mr. Kathwari, (b) options to purchase 1,200,050 shares of Common Stock, and (c) 5,667 shares held indirectly by Mr. Kathwari in the Ethan Allen Retirement Savings Plan. The address of Mr. Kathwari is Ethan Allen Drive, Danbury, CT 06811.

(3) Includes (a) 61,440 shares owned directly by Mr. Meyer, and (b) options to purchase 24,000 shares of Common Stock. The address of Mr. Meyer is Ethan Allen Drive, Danbury, CT 06811.

(4) Includes (a) 35,244 shares owned directly by Mr. McDonell, and (b) options to purchase 24,000 shares of Common Stock. The address of Mr. McDonell is Ethan Allen Drive, Danbury, CT 06811.

- (5) Includes (a) 10,000 shares owned directly by Ms. Gamble, and (b) options to purchase 24,000 shares of Common Stock. The address of Ms. Gamble is Ethan Allen Drive, Danbury, CT 06811.
- (6) Includes (a) 13,198 shares owned directly by Mr. Clark, and (b) options to purchase 12,000 shares of Common Stock. The address of Mr. Clark is Ethan Allen Drive, Danbury, CT 06811.
- (7) Includes (a) 500 shares owned directly by Mr. Sandberg, and (b) options to purchase 7,500 shares of Common Stock. The address of Mr. Sandberg is Ethan Allen Drive, Danbury, CT 06811.
- (8) Includes (a) 100 shares owned directly by Mr. Wisner, and (b) options to purchase 15,500 shares of Common Stock. The address of Mr. Wisner is Ethan Allen Drive, Danbury, CT 06811.
- (9) Includes options to purchase 18,500 shares of Common Stock held by Mr. Teplitz. The address of Mr. Teplitz is Ethan Allen Drive, Danbury, CT 06811.
- (10) Includes (a) 607 shares of Common Stock held indirectly by Mr. Whitely in the Ethan Allen Retirement Savings Plan, and (b) options to purchase 11,175 shares of Common Stock. The address of Mr. Whitely is Ethan Allen Drive, Danbury, CT 06811.
- (11) Includes options to purchase 6,500 shares of Common Stock held by Ms. Murphy. The address of Ms. Murphy is Ethan Allen Drive, Danbury, CT 06811.
- (12) Includes options to purchase 1,687 shares of Common Stock held by Mr. Hoyt. The address of Mr. Hoyt is Ethan Allen Drive, Danbury, CT 06811.
- (13) FMR Corp. (FMR), a parent holding company of certain institutional investment managers registered under the Exchange Act and certain other entities, beneficially owned 3,213,220 shares of Common Stock as per their Schedule 13G filing with the SEC on January 10, 2007. The address of FMR is 82 Devonshire Street, Boston, MA 02109.
- (14) Royce & Associates, LLC (Royce), an institutional investment manager registered under the Exchange Act, beneficially owned 3,183,795 shares of Common Stock as per their Schedule 13G filing with the SEC on January 9, 2007. The address of Royce is 1414 Avenue of the Americas, New York, New York 10019.
- (15) AMVESCAP PLC (AMVESCAP), a U.K. entity and an institutional investment manager registered under the Exchange Act, beneficially owned 2,611,043 shares of Common Stock per their Schedule 13G filing with the SEC on February 13, 2006. The address of AMVESCAP is 30 Finsbury Square, London EC2A 1AG England.
- (16) Lord, Abnett & Co., LLC (Lord), an institutional investment manager registered under the Exchange Act, beneficially owned 2,596,039 shares of Common Stock as per their Schedule 13G filing with the SEC on February 14, 2007. The address of Lord is 90 Hudson Street, Jersey City, New Jersey 07302.
- (17) Artisan Partners LP (Artisan), an institutional investment manager registered under the Exchange Act, beneficially owned 2,106,000 shares of Common Stock as per their Schedule 13G filing with the SEC on January 26, 2007. The address of Artisan is 875 East Wisconsin Avenue, Suite 800, Milwaukee, WI 53202.
- (18) Barclays Global Investors Japan Limited (Barclays-Japan), an institutional investment manager registered under the Exchange Act, beneficially owned 1,702,389 shares of Common Stock as per their Schedule 13G filing with the SEC on January 23, 2007. The address of Barclays-Japan is 45 Fremont Street, San Francisco, CA 94105.

COMPENSATION COMMITTEE

Compensation Discussion and Analysis

The purpose of this Compensation Discussion and Analysis is to provide material information about the Company's compensation objectives and policies for its Named Executive Officers and to put into perspective the tabular disclosures and related narratives.

Compensation Philosophy and Objectives

The Company's executive compensation philosophy is focused on attracting, retaining and motivating a qualified management team and aligning their interests with the long-term interests of stockholders. This is accomplished by creating compensation packages which are competitive within the industries in which the Company operates, fair and equitable among the executives and which provide incentives for the long-term success and performance of the Company. Compensation is allocated among base salary, annual cash incentive compensation and long-term equity incentives. Incentive compensation is designed to reward achievement within areas under the control of the relevant employee, although Company-wide performance is also a significant factor. We consider the cost to the Company when we make decisions on compensation packages. As the level of responsibility increases, the portion of an executive's compensation tied to the Company's and the executive's personal performance will be proportionately greater. Finally, we endeavor to ensure that the Company's compensation program is perceived as fundamentally fair to all stakeholders.

The duties of the Compensation Committee include, but are not limited to: (i) reviewing and making determinations with regard to the employment arrangements and compensation for the Principal Executive Officer, President and Principal Financial Officer or Treasurer; and (ii) considering and either accepting, modifying or rejecting the Principal Executive Officer's recommendations as to incentive compensation for other executives. No member of the Compensation Committee was an officer or employee of the Company or any of its subsidiaries during fiscal year 2007. The Compensation Committee, in accordance with its charter, may engage any third party firm or consultant in fulfilling its responsibilities. The Compensation Committee held 3 meetings during fiscal year 2007.

General Policies Regarding Compensation of Named Executive Officers

The Compensation Committee's goal is to establish compensation levels and administer executive compensation plans which serve to: (1) attract and retain high quality managerial and executive talent; (2) reward executives for superior performance; and (3) structure appropriate incentives for executives to produce sustained superior performance in the future. Generally, in assessing the compensation arrangements for Named Executive Officers, other than the Principal Executive Officer, the Compensation Committee solicits recommendations from the Principal Executive Officer relating to discretionary annual cash incentive compensation and long-term equity incentives such as stock option grants, which it considers, and either accepts, modifies or rejects.

Overview of Process and Compensation Components

The compensation for our executives, including our President and Principal Executive Officer, is comprised of three primary elements: base salary, annual cash incentive compensation and long-term equity incentives. We also provide perquisites, a retirement savings plan and, for selected executives, employment and post-employment agreements. The Company does not maintain a stock ownership policy.

During fiscal year 2007, the Compensation Committee maintained a cash bonus program (See "Cash Bonus" under Executive Compensation beginning on page 16) with terms consistent with recommendations made by the President and Principal Executive Officer.

The President and Principal Executive Officer makes recommendations to the Compensation Committee with respect to selected other executives. The other executives are not present at the time of deliberations, although, the President and Principal Executive Officer is present. The Compensation Committee may accept or adjust such recommendations. The Compensation Committee reviews, annually, the performance and compensation of the President and Principal Executive Officer. When developing an employment agreement for the President and Principal Executive Officer we engage the services of an independent third-party consultant which gathers relevant market information. We analyze such market information in developing the compensation package. We also receive input from legal counsel, as appropriate.

To assist in developing the terms of the Employment Agreement (hereafter defined), the Compensation Committee retained Sibson Consulting, and met with such consultant over a period of six months. In determining the level of compensation appropriate for Mr. Kathwari, the Compensation Committee reviewed employment contracts of chief executive officers in companies within the home furnishings and retail industries of a size and complexity comparable to the Company. In addition, the Compensation Committee and Mr. Kathwari agreed to include a substantial incentive component in the Employment Agreement. As a result, a large part of Mr. Kathwari's potential compensation is in the form of stock options, restricted stock awards, and a bonus based on the Company's Operating Income (as defined in the Employment Agreement). The Compensation Committee believes that Mr. Kathwari's compensation is appropriate in light of Mr. Kathwari's contributions to the Company, his responsibility for and implementation of the strategic plan of the Company and the brand as well as his experience within the home furnishings industry, including his knowledge and background with respect to both manufacturing and retailing. The terms of Mr. Kathwari's compensation for fiscal year 2007 were governed by the Employment Agreement, details of which can be found under Executive Compensation Employment Agreements beginning on page 20 herein.

Whether a stock option grant will be made to a Named Executive Officer, and if so in what amount, is based upon: (i) the subjective evaluation, by the President and Principal Executive Officer of the Named Executive Officer's potential contribution to the Company's future success; (ii) the level of incentive already provided by the number and term of the Named Executive Officer's existing stock option holdings; and (iii) the market price of the Common Stock. Annually we allocate to the President and Principal Executive Officer a block of options to be granted throughout the fiscal year to recruit executives and reward employees including the Named Executive Officers. In fiscal year 2007, we allocated 75,000 options to the President and Principal Executive Officer. The President and Principal Executive Officer granted 18,000 of such options in fiscal year 2007. Options are granted to directly align the interest of employees, including the Named Executive Officers, to the appreciation on the Common Stock. Options typically vest twenty-five (25%) percent per year beginning one year after the grant date, with full vesting over a four (4) year period. The term of such options is ten (10) years, after which the options expire, unless the employee separates earlier from the Company, at which point the options expire 90 days after such separation. The exercise price is established as of the date of grant.

In determining the size of individual option grants, stock unit awards and restricted stock awards, the Compensation Committee considers the aggregate number of shares available, which is, in turn, a function of: (i) the level of stockholders' dilution; (ii) the number of shares previously authorized by stockholders and remaining available; and (iii) the number of individuals to whom the Company wishes to grant stock options, stock unit awards and/or restricted stock awards. The Compensation Committee also considers the range of potential compensation levels that may be yielded by the options or awards. Furthermore, the Compensation Committee may consider the size of option grants, stock unit or restricted stock awards by those companies with which it believes the Company competes for executives, especially within the home furnishings industry. The Compensation Committee reserves the discretion to consider any factors it considers relevant, and to give all factors considered the relative weight it considers appropriate under the

circumstances then prevailing, in reaching its determination regarding the size and timing of option grants, stock unit awards and restricted stock awards. The timing of option grants is neither date nor event specific. However, the Company has historically granted options in the last quarter of each fiscal year. Grants of stock options to the Company's executives under the Option Plan provides an incentive to executives and managerial staff to achieve the Company's long-term performance objectives.

Although the Compensation Committee will continue to consider deductibility under Section 162(m) with respect to future compensation arrangements with Named Executive Officers, deductibility will not be the sole factor used in determining appropriate levels or methods of compensation. Since Company objectives may not always be consistent with the requirements for full deductibility, the Company may enter into compensation arrangements under which payments are not deductible under Section 162(m).

Conclusion

The Compensation Committee believes that long-term stockholder value is enhanced by corporate and individual performance achievements. Through the plans and practices described above, a significant portion of the Company's executive compensation is based on corporate and individual performance, as well as competitive pay practices. The Compensation Committee believes equity compensation, in the form of stock options, restricted stock, and stock units is vital to the long-term success of the Company. The Compensation Committee remains committed to this policy, recognizing that the competitive market for talented executives and the cyclical nature of the Company's business may result in highly variable compensation for a particular time period.

Report of the Compensation Committee of the Board of Directors

The Compensation Committee has reviewed and discussed with management the Compensation Discussion and Analysis set forth above. Based upon the review and discussion, the Compensation Committee has recommended to the Board of Directors that the Compensation Discussion and Analysis be included in the Company's proxy statement.

CLINTON A. CLARK, CHAIRMAN
KRISTIN GAMBLE
FRANK G. WISNER

Executive Compensation

Set forth below is a description of the business experience of each Named Executive Officer, other than Mr. Kathwari, whose experience is set forth above under Proposal 1, Election of Directors, of the Company:

Jeffrey Hoyt, 37, has served as Vice President, Finance since May 2003, becoming Treasurer in April 2005. He is responsible for the development and execution of the Company's financial policies and practices, serving as both Principal Financial Officer and Principal Accounting Officer. Mr. Hoyt joined the Company in August 2002 as Director, Corporate Accounting and Financial Reporting. Prior to that, Mr. Hoyt worked for KPMG LLP for ten years. He holds a B.S. in Accounting from Fairfield University and is a licensed CPA in the State of Connecticut. Mr. Hoyt resigned his position effective as of the filing of the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2007.

Edward Teplitz, 46, has served as Vice President, Retail Division since May 2003 and Executive Vice President of our subsidiary, Ethan Allen Retail, Inc. since 2005. He is responsible for the oversight and operation of the Company's retail division. Mr. Teplitz joined the Company in 2001 as Vice President, later becoming Chief Financial Officer. Prior to joining the Company he was an Ethan Allen licensee in

Pittsburgh, Pennsylvania and Cleveland, Ohio. Prior to that, Mr. Teplitz worked in the corporate finance department of E.F. Hutton & Company and FLIC (USA), Inc. Mr. Teplitz resigned his position as of October 3, 2007.

Corey Whitely, 47, has served as Vice President, Operations since 2003 and Executive Vice President of our subsidiary, Ethan Allen Operations, Inc., since 2005. He is responsible for overseeing the Company's manufacturing, logistics processes and information systems. Mr. Whitely joined the Company in 1988 in the retail division and has held positions of increasing responsibilities including the areas of information technology, logistics and manufacturing. Mr. Whitely also serves on the Board of Directors of the Connecticut Retail Merchants Association, a statewide group representing retailers in Connecticut, and is a member of the National Retail Federation's CIO Council which is the industry's committee of IT leaders. Mr. Whitely was promoted on October 5, 2007 to the position of Executive Vice President, Operations.

Nora Murphy, 47, has served as Vice President, Style, since October 2001. Ms. Murphy is responsible for directing and coordinating the style, presentation, and design of the company's products, design centers, and branding. Ms. Murphy began working for Ethan Allen as a consultant in 1992. For twenty years she was the principal of the design firm Balogh Murphy Renderings, which specialized in residential interior design and architectural and interior renderings. Ms. Murphy has designed furniture for Polo Ralph Lauren, where she held the title of product design manager. Ms. Murphy studied interior design at the Fashion Institute of Technology, in New York City. Ms. Murphy was promoted on October 5, 2007 to the position of Executive Vice President, Style and Advertising.

Summary Compensation Table

The following table sets forth, as to the Principal Executive Officer, Principal Financial Officer and the three next most highly compensated officers (the Named Executive Officers), information concerning all compensation paid or accrued for services rendered in all capacities to the Company during the fiscal year ended June 30, 2007.

Name and Principal Position	Year	Salary (\$)	Bonus (\$)	Option awards (\$)	All other compensation (\$)(1)	Total (\$)
M. Farooq Kathwari, Chairman of the Board, President and Principal Executive Officer	2007	\$ 1,100,000	\$ 168,000		\$ 161,749 (2)	\$ 1,429,749
Jeffrey Hoyt, Principal Financial Officer(3)	2007	\$ 175,000	\$ 55,000	\$ 15,700	\$ 1,300	\$ 247,000
Edward Teplitz, Vice President, Retail Division(3)	2007	\$ 250,000	\$ 115,000	\$ 41,163	\$ 1,300	\$ 407,463
Corey Whitely, Vice President, Operations(3)	2007	\$ 225,000	\$ 90,000	\$ 18,157	\$ 1,300	\$ 334,457
Nora Murphy, Vice President, Style(3)	2007	\$ 195,000	\$ 85,000	\$ 23,315	\$ 1,300	\$ 304,615

(1) Includes contributions by the Company of \$1,300 each pursuant to the Ethan Allen Retirement Savings Plan for fiscal year 2007.

(2) The following is a detailed table outlining Mr. Kathwari's other compensation. Amounts reflected below represents actual amounts charged to the Company's operations during the fiscal year ended

June 30, 2007. In addition, there were other incremental costs incurred by the Company for: (i) a Company car (\$78,438); (ii) a club membership (\$15,442); and (iii) a Company plane (\$291,842) all of which were used solely for business purposes. It is Mr. Kathwari's practice to reimburse the Company for any incremental costs relating to his personal use of the Company plane and club membership. See also Executive Perquisites/Other Personal Benefits on page 19.

Life insurance premiums	\$35,000
Company car	\$1,500
Retirement contract (change in value)	\$11,416
Restricted Stock book account (change in value)	\$14,253
Cash dividends on Stock Units	\$98,280
401(k) Company match	\$1,300
Total	\$161,749

(3) Mr. Hoyt resigned his position effective with the filing of the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2007. Mr. Teplitz resigned his position as of October 3, 2007. On October 5, 2007 Mr. Whitely was promoted to Executive Vice President, Operations and Ms. Murphy was promoted to Executive Vice President, Style and Advertising.

Cash Bonus

Each Named Executive Officer, along with other executives and key employees, is eligible for an annual cash bonus. Cash bonuses are intended: (i) to reward key employees based upon both the Company's performance and the individual's performance; (ii) to motivate key employees; and (iii) to provide competitive cash compensation opportunities.

For fiscal year 2007, the Company's Compensation Committee maintained a cash bonus program (the Bonus Program) for managerial employees of the Company. The amount made available for fiscal year 2007 is based upon actual bonus payments to managerial employees, other than Mr. Kathwari, for fiscal year 2006, as adjusted for actual operating performance of the Company and changes in headcount. The Bonus Program had two components: (i) an aggregate of \$2,138,000 in cash to be distributed to managerial employees, other than Mr. Kathwari, in amounts recommended by Mr. Kathwari; and (ii) as to Mr. Kathwari, an amount determined in accordance with the Employment Agreement. In light of the Company's performance for fiscal year 2007 and in accordance with the bonus formula in the Employment Agreement, the Compensation Committee approved a bonus of \$168,000 for Mr. Kathwari.

Equity Incentives

Stock Units and Restricted Stock

We grant stock units and restricted stock in limited circumstances to provide competitive pay packages. These grants are designed primarily to retain qualified executives since the employee cannot sell shares during the restriction period, which is of variable duration, including up until the date of separation from the Company. These grants are used to align the Named Executive Officer with long-term stockholder value.

The accounting cost of restricted stock and stock unit awards, for which the exercise price is zero, is calculated based on the closing price of a single share of Common Stock on the date of the award.

Non-qualified stock options

Stock options granted with exercise prices equal to 100% of the underlying Common Stock market value, based on the closing price of a single share of Common Stock on the date of grant, are currently the Company's primary long term compensation vehicle for executives and managerial staff. The Compensation Committee believes that stock options align the interests of management with those of the Company's stockholders, providing appropriate incentive to motivate management, thereby increasing stockholder return.

The Company has issued options to purchase shares of Common Stock pursuant to the Option Plan. See Note 11 to Notes to Consolidated Financial Statements in the Company's Annual Report as of June 30, 2007 filed on Form 10-K. The Company has registered the issuance of the shares of Common Stock which will be issuable upon exercise of such options.

The accounting cost of stock option grants is determined on the date of grant and recognized over the applicable vesting period. We estimate, as of the date of grant, the fair value of stock options awarded using the Black-Scholes option-pricing model. Use of a valuation model requires management to make certain assumptions with respect to selected model inputs, including anticipated changes in the underlying stock price (i.e. expected volatility) and option exercise activity (i.e. expected life). Expected volatility is based on the historical volatility of our Common Stock and other contributing factors. The expected life of options granted, which represents the period of time that the options are expected to be outstanding, is based, primarily, on historical data. The actual value of the option that employees will realize, if any, is not known until the options are exercised, if at all.

Grants of Plan-Based Awards

Name	Grant Date	All other option awards: Number of securities underlying options (#)	Exercise or base price of option awards (\$/Sh)	Grant date fair value of option awards (\$)
M. Farooq Kathwari				
Jeffrey Hoyt	6/4/2007	1,000	\$ 36.71	\$ 9,850
Edward Teplitz	6/4/2007	2,000	\$ 36.71	\$ 19,700
Corey Whitely	6/4/2007	2,000	\$ 36.71	\$ 19,700
Nora Murphy	6/4/2007	2,500	\$ 36.71	\$ 24,625

Outstanding Equity Awards at Fiscal Year-End

	Option Awards		Option Price	Expiration	Stock Awards	
	Number Exercisable	Number Unexercisable			Number of shares or units of stock that have not vested (#)	Market value of shares or units of stock that have not vested (\$)
M. Farooq Kathwari	750,000	5				

Note 3 - Income Tax Expense

Income tax expense is less than the amount calculated using the statutory tax rate, primarily as a result of tax-exempt income earned from state and municipal securities and loans and investments in affordable housing tax credits.

Investments in Qualified Affordable Housing Projects

As of September 30, 2015 and December 31, 2014, the Company was invested in four partnerships that provide affordable housing. The balance of the investments, which is included within other assets in the Consolidated Balance Sheet, was \$1,024,000 and \$1,218,000 as of September 30, 2015 and December 31, 2014, respectively. Investments purchased prior to January 1, 2015, are accounted for utilizing the effective yield method. As of September 30, 2015, the Company has \$1,094,000 of tax credits remaining that will be recognized over seven years. Tax credits of \$50,000 and \$149,000 were recognized as a reduction of tax expense during the three and nine months ended September 30, 2015, respectively.

Note 4 – Investments

The amortized cost, gross unrealized gains and losses, and fair value of investment securities at September 30, 2015 and December 31, 2014 were as follows (in thousands):

	Amortized Cost	Gross Unrealized Gains	Gross Unrealized Losses	Fair Value
September 30, 2015				
Available-for-sale securities:				
U.S. agency securities	\$ 163,012	\$ 1,113	\$ (23)	\$ 164,102
Obligations of state and political subdivisions	95,374	2,946	(155)	98,165
Corporate obligations	12,643	103	(39)	12,707
Mortgage-backed securities in government sponsored entities	23,635	305	(41)	23,899
Equity securities in financial institutions	1,319	448	(10)	1,757
Total available-for-sale securities	\$ 295,983	\$ 4,915	\$ (268)	\$ 300,630
December 31, 2014				
Available-for-sale securities:				
U.S. agency securities	\$ 150,847	\$ 638	\$ (600)	\$ 150,885
U.S. treasury securities	4,944	-	(95)	4,849
Obligations of state and political subdivisions	101,281	3,854	(99)	105,036
Corporate obligations	13,853	190	(85)	13,958
Mortgage-backed securities in government sponsored entities	29,397	368	(37)	29,728
Equity securities in financial institutions	1,137	553	-	1,690
Total available-for-sale securities	\$ 301,459	\$ 5,603	\$ (916)	\$ 306,146

The following table shows the Company's gross unrealized losses and fair value of the Company's investments with unrealized losses that are not deemed to be other-than-temporarily impaired, aggregated by investment category and length of time, which individual securities have been in a continuous unrealized loss position, at September 30, 2015 and December 31, 2014 (in thousands). As of September 30, 2015, the Company owned 46 securities whose fair value was less than their cost basis.

September 30, 2015	Less than Twelve Months		Twelve Months or Greater		Total	
	Fair Value	Gross Unrealized Losses	Fair Value	Gross Unrealized Losses	Fair Value	Gross Unrealized Losses
U.S. agency securities	\$ 10,067	\$ (16)	\$ 10,986	\$ (7)	\$ 21,053	\$ (23)
Obligations of state and political subdivisions	17,133	(104)	4,747	(51)	21,880	(155)
Corporate obligations	5,399	(23)	2,167	(16)	7,566	(39)
Mortgage-backed securities in government sponsored entities	4,317	(31)	250	(10)	4,567	(41)
Equity securities in financial institutions	590	(10)	-	-	590	(10)
Total securities	\$ 37,506	\$ (184)	\$ 18,150	\$ (84)	\$ 55,656	\$ (268)
December 31, 2014						
U.S. agency securities	\$ 27,382	\$ (110)	\$ 43,642	\$ (490)	\$ 71,024	\$ (600)
U.S. treasury securities	-	-	4,849	(95)	4,849	(95)
Obligations of state and political subdivisions	3,596	(19)	8,584	(80)	12,180	(99)
Corporate obligations	505	(1)	7,707	(84)	8,212	(85)
Mortgage-backed securities in government sponsored entities	5,025	(4)	2,229	(33)	7,254	(37)
Total securities	\$ 36,508	\$ (134)	\$ 67,011	\$ (782)	\$ 103,519	\$ (916)

As of September 30, 2015, the Company's investment securities portfolio contained unrealized losses on agency securities issued or backed by the full faith and credit of the United States government or are generally viewed as

having the implied guarantee of the U.S. government, obligations of states and political subdivisions, corporate obligations, mortgage backed securities issued by government sponsored entities, and equity securities in financial institutions. For fixed maturity investments management considers whether the present value of cash flows expected to be collected are less than the security's amortized cost basis (the difference defined as the credit loss), the magnitude and duration of the decline, the reasons underlying the decline and the Company's intent to sell the security or whether it is more likely than not that the Company would be required to sell the security before its anticipated recovery in market value, to determine whether the loss in value is other than temporary. Once a decline in value is determined to be other than temporary, if the Company does not intend to sell the security, and it is more likely than not that it will not be required to sell the security before recovery of the security's amortized cost basis, the charge to earnings is limited to the amount of credit loss. Any remaining difference between fair value and amortized cost (the difference defined as the non-credit portion) is recognized in other comprehensive income, net of applicable taxes. Otherwise, the entire difference between fair value and amortized cost is charged to earnings. For equity securities where the fair value has been significantly below cost for one year, the Company's policy is to recognize an impairment loss unless sufficient evidence is available that the decline is not other than temporary and a recovery period can be predicted. The Company has concluded that any impairment of its investment securities portfolio outlined in the above table is not other than temporary and is the result of interest rate changes, sector credit rating changes, or issuer-specific rating changes that are not expected to result in the non-collection of principal and interest during the period.

Proceeds from sales of securities available-for-sale for the nine months ended September 30, 2015 and 2014 were \$18,393,000 and \$17,338,000, respectively. For the three months ended September 30, 2015 and 2014, sales of available-for-sale securities were \$5,187,000 for each period. The gross gains and losses were as follows (in thousands):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2015	2014	2015	2014
Gross gains	\$ 129	\$ 242	\$ 441	\$ 488
Gross losses	-	-	(11)	-
Net gains	\$ 129	\$ 242	\$ 430	\$ 488

Investment securities with an approximate carrying value of \$182.7 million and \$186.4 million at September 30, 2015 and December 31, 2014, respectively, were pledged to secure public funds and certain other deposits.

Expected maturities will differ from contractual maturities because borrowers may have the right to call or prepay obligations with or without call or prepayment penalties. The amortized cost and fair value of debt securities at September 30, 2015, by contractual maturity, are shown below (in thousands):

	Amortized Cost	Fair Value
Available-for-sale debt securities:		
Due in one year or less	\$ 6,593	\$ 6,606
Due after one year through five years	161,984	163,761
Due after five years through ten years	44,998	46,018
Due after ten years	81,089	82,488
Total	\$ 294,664	\$ 298,873

Note 5 – Loans

The Company grants loans primarily to customers throughout North Central Pennsylvania and Southern New York. Although the Company had a diversified loan portfolio at September 30, 2015 and December 31, 2014, a substantial portion of its debtors' ability to honor their contracts is dependent on the economic conditions within these regions. The following table summarizes the primary segments of the loan portfolio and how those segments are analyzed within the allowance for loan losses as of September 30, 2015 and December 31, 2014 (in thousands):

September 30, 2015	Total Loans	Individually evaluated for impairment	Collectively evaluated for impairment
Real estate loans:			
Residential	\$ 178,280	\$ 330	\$ 177,950
Commercial and agricultural	233,931	5,583	228,348
Construction	10,159	-	10,159
Consumer	8,473	-	8,473
Other commercial and agricultural loans	64,712	2,237	62,475
State and political subdivision loans	87,454	-	87,454
Total	583,009	\$ 8,150	\$ 574,859
Allowance for loan losses	7,045		
Net loans	\$ 575,964		

December 31, 2014

Real estate loans:			
Residential	\$ 185,438	\$ 316	\$ 185,122

Commercial and agricultural	215,584	6,112	209,472
Construction	6,353	-	6,353
Consumer	8,497	-	8,497
Other commercial and agricultural loans	58,516	2,394	56,122
State and political subdivision loans	79,717	-	79,717
Total	554,105 \$	8,822 \$	545,283
Allowance for loan losses	6,815		
Net loans	\$ 547,290		

The segments of the Company's loan portfolio are disaggregated into classes to a level that allows management to monitor risk and performance. Residential real estate mortgages consist primarily of 15 to 30 year first mortgages on residential real estate, while residential real estate home equity loans are consumer purpose installment loans or lines of credit with terms of 15 years or less secured by a mortgage which is often a second lien on residential real estate. Commercial real estate loans are business purpose loans secured by a mortgage on commercial real estate. Agricultural real estate loans are loans secured by a mortgage on real estate used in agriculture production. Construction real estate loans are loans secured by residential or commercial real estate used during the construction phase of residential and commercial projects. Consumer loans are typically unsecured or primarily secured by assets other than real estate and overdraft lines of credit are typically secured by customer deposit accounts. Other commercial loans are loans for commercial purposes primarily secured by non-real estate collateral. Other agricultural loans are loans for agricultural purposes primarily secured by non-real estate collateral. State and political subdivision loans are loans to state and local municipalities for capital and operating expenses or tax free loans used to finance commercial development.

Management considers commercial loans, other agricultural loans, state and political subdivision loans, commercial real estate loans and agricultural real estate loans which are 90 days or more past due to be impaired. Management will also consider a loan impaired based on other factors it becomes aware of, including the customer's results of operations and cash flows or if the loan is modified in a troubled debt restructuring. In addition, certain residential mortgages, home equity and consumer loans that are cross collateralized with commercial relationships that are determined to be impaired may also be classified as impaired. Impaired loans are analyzed to determine if it is probable that all amounts will not be collected according to the contractual terms of the loan agreement. If management determines that the value of the impaired loan is less than the recorded investment in the loan (net of previous charge-offs, deferred loan fees or costs and unamortized premium or discount), impairment is recognized through an allocation of the allowance for loan losses or a charge-off to the allowance for loan losses.

The following table includes the recorded investment and unpaid principal balances for impaired financing receivables by class, with the associated allowance amount, if applicable (in thousands):

	Unpaid Principal Balance	Recorded Investment With No Allowance	Recorded Investment With Allowance	Total Recorded Investment	Related Allowance
September 30, 2015					
Real estate loans:					
Mortgages	\$ 304	\$ 119	\$ 149	\$ 268	\$ 27
Home Equity	62	-	62	62	12
Commercial	7,965	5,314	99	5,413	34
Agricultural	170	170	-	170	-
Construction	-	-	-	-	-
Consumer	-	-	-	-	-
Other commercial loans	2,238	1,125	999	2,124	123
Other agricultural loans	113	113	-	113	-
State and political subdivision loans	-	-	-	-	-
Total	\$ 10,852	\$ 6,841	\$ 1,309	\$ 8,150	\$ 196
December 31, 2014					
Real estate loans:					
Mortgages	\$ 222	\$ 125	\$ 66	\$ 191	\$ 13
Home Equity	130	60	65	125	12

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

Commercial	8,433	5,708	404	6,112	72
Agricultural	-	-	-	-	-
Construction	-	-	-	-	-
Consumer	-	-	-	-	-
Other commercial loans	2,480	2,346	48	2,394	1
Other agricultural loans	-	-	-	-	-
State and political subdivision loans	-	-	-	-	-
Total	\$ 11,265	\$ 8,239	\$ 583	\$ 8,822	\$ 98

9

The following tables includes the average balance of impaired financing receivables by class and the income recognized on impaired loans for the three and nine month periods ended September 30, 2015 and 2014(in thousands):

	For the Nine Months ended					
	September 30, 2015			September 30, 2014		
	Average	Interest	Interest	Average	Interest	Interest
	Recorded	Income	Income	Recorded	Income	Income
	Investment	Recognized	Recognized	Investment	Recognized	Recognized
		Cash	Cash		Cash	Cash
		Basis	Basis		Basis	Basis
Real estate loans:						
Mortgages	\$ 239	\$ 8	\$ 5	\$ 201	\$ 7	\$ -
Home Equity	97	3	-	131	3	-
Commercial	5,728	46	-	7,616	66	-
Agricultural	19	1	-	-	-	-
Construction	-	-	-	-	-	-
Consumer	-	-	-	13	-	-
Other commercial loans	2,488	64	4	1,982	61	-
Other agricultural loans	13	1	-	-	-	-
State and political subdivision loans	-	-	-	-	-	-
Total	\$ 8,584	\$ 123	\$ 9	\$ 9,943	\$ 137	\$ -

	For the Three Months Ended					
	September 30, 2015			September 30, 2014		
	Average	Interest	Interest	Average	Interest	Interest
	Recorded	Income	Income	Recorded	Income	Income
	Investment	Recognized	Recognized	Investment	Recognized	Recognized
		Cash	Cash		Cash	Cash
		Basis	Basis		Basis	Basis
Real estate loans:						
Mortgages	\$ 269	\$ 4	\$ -	\$ 197	\$ 3	\$ -
Home Equity	62	1	-	130	1	-
Commercial	5,462	14	-	6,770	22	-
Agricultural	57	1	-	-	-	-
Construction	-	-	-	-	-	-
Consumer	-	-	-	10	-	-
Other commercial loans	2,107	15	1	1,943	15	-
Other agricultural loans	38	1	-	-	-	-
State and political subdivision loans	-	-	-	-	-	-
Total	\$ 7,995	\$ 36	\$ 1	\$ 9,050	\$ 41	\$ -

Credit Quality Information

For commercial real estate, agricultural real estate, construction, other commercial, other agricultural and state and political subdivision loans, management uses a nine grade internal risk rating system to monitor credit quality. The

first five categories are considered not criticized and are aggregated as “Pass” rated. The criticized rating categories utilized by management generally follow bank regulatory definitions. The definitions of each rating are defined below:

- Pass (Grades 1-5) – These loans are to customers with credit quality ranging from an acceptable to very high quality and are protected by the current net worth and paying capacity of the obligor or by the value of the underlying collateral.
- Special Mention (Grade 6) – This loan grade is in accordance with regulatory guidance and includes loans where a potential weakness or risk exists, which could cause a more serious problem if not corrected.

- Substandard (Grade 7) – This loan grade is in accordance with regulatory guidance and includes loans that have a well-defined weakness based on objective evidence and be characterized by the distinct possibility that the Bank will sustain some loss if the deficiencies are not corrected.
- Doubtful (Grade 8) – This loan grade is in accordance with regulatory guidance and includes loans that have all the weaknesses inherent in a substandard asset. In addition, these weaknesses make collection or liquidation in full highly questionable and improbable, based on existing circumstances.
 - Loss (Grade 9) – This loan grade is in accordance with regulatory guidance and includes loans that are considered uncollectible, or of such value that continuance as an asset is not warranted.

To help ensure that risk ratings are accurate and reflect the present and future capacity of borrowers to repay the loan as agreed, the Company's loan rating process includes several layers of internal and external oversight. The Company's loan officers are responsible for the timely and accurate risk rating of the loans in each of their portfolios at origination and on an ongoing basis under the supervision of management. All commercial and agricultural loans are reviewed annually to ensure the appropriateness of the loan grade. In addition, the Company engages an external consultant on at least an annual basis to 1) review a minimum of 55% of the dollar volume of the commercial loan portfolio on an annual basis, 2) review new loans originated for over \$1.0 million in the last year, 3) review a majority of borrowers with commitments greater than or equal to \$1.0 million, 4) review selected loan relationships over \$750,000 which are over 30 days past due, classified Special Mention, Substandard, Doubtful, or Loss, and 5) such other loans which management or the consultant deems appropriate.

The following tables represent credit exposures by internally assigned grades as of September 30, 2015 and December 31, 2014 (in thousands):

September 30, 2015	Pass	Special Mention	Substandard	Doubtful	Loss	Ending Balance
Real estate loans:						
Commercial \$	181,306 \$	3,860 \$	12,575 \$	34 \$	- \$	197,775
Agricultural	32,326	3,302	528	-	-	36,156
Construction	10,123	36	-	-	-	10,159
Other commercial loans						
	46,435	480	5,140	140	-	52,195
Other agricultural loans						
	11,756	648	113	-	-	12,517
State and political subdivision loans						
	87,454	-	-	-	-	87,454
Total	\$ 369,400 \$	8,326 \$	18,356 \$	174 \$	- \$	396,256
December 31, 2014						
Real estate loans:						
Commercial \$	169,383 \$	8,948 \$	12,614 \$	- \$	- \$	190,945

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

Agricultural	19,575	3,394	1,670	-	-	24,639
Construction	6,353	-	-	-	-	6,353
Other commercial loans	40,683	4,413	2,355	-	-	47,451
Other agricultural loans	9,221	727	1,117	-	-	11,065
State and political subdivision loans	79,717	-	-	-	-	79,717
Total	\$ 324,932	\$ 17,482	\$ 17,756	- \$	- \$	360,170

For residential real estate mortgages, home equity and consumer loans, credit quality is monitored based on whether the loan is performing or non-performing, which is typically based on the aging status of the loan and payment activity, unless a specific action, such as bankruptcy, repossession, death or significant delay in payment occurs to raise awareness of a possible credit event. Non-performing loans include those loans that are considered nonaccrual, described in more detail below, and all loans past due 90 or more days and still accruing. The following table presents the recorded investment in those loan classes based on payment activity as of September 30, 2015 and December 31, 2014 (in thousands):

September 30, 2015	Performing	Non-performing	Total
Real estate loans:			
Mortgages \$	117,363 \$	1,032 \$	118,395 \$
Home			
Equity	59,714	171	59,885
Consumer	8,421	52	8,473
Total	\$ 185,498 \$	1,255 \$	\$ 186,753

December 31, 2014	Performing	Non-performing	Total
Real estate loans:			
Mortgages \$	121,968 \$	890 \$	122,858 \$
Home			
Equity	62,296	284	62,580
Consumer	8,444	53	8,497
Total	\$ 192,708 \$	1,227 \$	\$ 193,935

Aging Analysis of Past Due Financing Receivables

Management further monitors the performance and credit quality of the loan portfolio by analyzing the age of the portfolio as determined by the length of time a recorded payment is past due. The following table includes an aging analysis of the recorded investment of past due financing receivables as of September 30, 2015 and December 31, 2014 (in thousands):

	30-59 Days	60-89 Days	90 Days Or Greater	Total Past Due	Current	90 Days or Total Financing Receivables	Greater and Accruing
September 30, 2015	Past Due	Past Due	Or Greater	Due	Current	Total Financing Receivables	Greater and Accruing
Real estate loans:							
Mortgages	388 \$	133 \$	663 \$	1,184 \$	117,211 \$	118,395 \$	303
Home							
Equity	521	21	158	700	59,185	59,885	106
Commercial	302	130	4,138	4,570	193,205	197,775	60
Agricultural	38	170	-	208	35,948	36,156	-
Construction	-	-	-	-	10,159	10,159	-
Consumer	41	29	24	94	8,379	8,473	-
Other commercial loans							
	528	30	756	1,314	50,881	52,195	199
Other agricultural loans							
	30	168	-	198	12,319	12,517	-

State and political subdivision loans	-	-	-	-	87,454	87,454	-
Total	\$ 1,848	\$ 681	\$ 5,739	\$ 8,268	\$ 574,741	\$ 583,009	\$ 668

Loans considered non-accrued	319	204	5,071	5,594	725	6,319	
------------------------------	-----	-----	-------	-------	-----	-------	--

Loans still accruing	1,529	477	668	2,674	574,016	576,690	
Total	\$ 1,848	\$ 681	\$ 5,739	\$ 8,268	\$ 574,741	\$ 583,009	

December 31, 2014
Real estate loans:

Mortgages	318	230	675	1,223	121,635	122,858	214
Home Equity	442	99	260	801	61,779	62,580	132
Commercial	97	231	1,432	1,760	189,185	190,945	310
Agricultural	-	-	-	-	24,639	24,639	-
Construction	-	-	-	-	6,353	6,353	-
Consumer	119	4	7	130	8,367	8,497	6

Other commercial loans	503	258	476	1,237	46,214	47,451	174
------------------------	-----	-----	-----	-------	--------	--------	-----

Other agricultural loans	-	-	-	-	11,065	11,065	-
--------------------------	---	---	---	---	--------	--------	---

State and political subdivision loans	-	-	-	-	79,717	79,717	-
Total	\$ 1,479	\$ 822	\$ 2,850	\$ 5,151	\$ 548,954	\$ 554,105	\$ 836

Loans considered non-accrued	48	181	2,014	2,243	4,356	6,599	
------------------------------	----	-----	-------	-------	-------	-------	--

Loans still accruing	1,431	641	836	2,908	544,598	547,506	
Total	\$ 1,479	\$ 822	\$ 2,850	\$ 5,151	\$ 548,954	\$ 554,105	

Nonaccrual Loans

Loans are considered for non-accrual status upon reaching 90 days delinquency, although the Company may be receiving partial payments of interest and partial repayments of principal on such loans or if full payment of principal and interest is not expected. Additionally, if management is made aware of other information including bankruptcy, repossession, death, or legal proceedings, the loan may be placed on non-accrual status. If a loan is 90 days or more past due and is well secured and in the process of collection, it may still be considered accruing.

The following table reflects the financing receivables on non-accrual status as of September 30, 2015 and December 31, 2014, respectively. The balances are presented by class of financing receivable (in thousands):

	September 30, 2015	December 31, 2014
Real estate loans:		
Mortgages	\$ 729	\$ 676
Home Equity	65	152
Commercial	4,441	5,010
Agricultural	-	-
Construction	-	-
Consumer	52	47
Other commercial loans	1,032	714
Other agricultural loans	-	-
State and political subdivision loans	-	-
	\$ 6,319	\$ 6,599

Troubled Debt Restructurings

In situations where, for economic or legal reasons related to a borrower's financial difficulties, management may grant a concession for other than an insignificant period of time to the borrower that would not otherwise be considered, the related loan is classified as a Troubled Debt Restructuring (TDR). Management strives to identify borrowers in financial difficulty early and work with them to modify more affordable terms before their loan reaches nonaccrual status. These modified terms may include rate reductions, principal forgiveness, payment forbearance and other actions intended to minimize the economic loss and to avoid foreclosure or repossession of the collateral. In cases where borrowers are granted new terms that provide for a reduction of interest or principal, or both, management measures any impairment on the restructuring by calculating the present value of the revised loan terms and comparing this balance to the Company's investment in the loan prior to the restructuring. As these loans are individually evaluated, they are excluded from pooled portfolios when calculating the allowance for loan and lease losses and a separate allocation within the allowance for loan and lease losses is provided. Management continually evaluates loans that are considered TDRs, including payment history under the modified loan terms, the borrower's ability to continue to repay the loan based on continued evaluation of their operating results and cash flows from operations. Based on this evaluation management would no longer consider a loan to be a TDR when the relevant

facts support such a conclusion. As of September 30, 2015 and December 31, 2014, included within the allowance for loan losses are reserves of \$39,000 and \$26,000 respectively, that are associated with loans modified as TDRs.

There were no loan modifications that were considered TDRs during the three months ended September 30, 2015 or 2014. Loan modifications that are considered TDRs completed during the nine months ended September 30, 2015 and 2014 were as follows (dollars in thousands):

For the Nine Months Ended September 30, 2015

	Number of contracts		Pre-modification Outstanding Recorded Investment		Post-Modification Outstanding Recorded Investment		
	Interest	Term	Interest	Term	Interest	Term	
	Modification	Modification	Modification	Modification	Modification	Modification	
Real estate loans:							
Mortgages	1		1 \$	71 \$	19 \$	71 \$	19
Total	1		1 \$	71 \$	19 \$	71 \$	19

For the Nine Months Ended September 30, 2014

	Number of contracts		Pre-modification Outstanding Recorded Investment		Post-Modification Outstanding Recorded Investment		
	Interest	Term	Interest	Term	Interest	Term	
	Modification	Modification	Modification	Modification	Modification	Modification	
Real estate loans:							
Commercial	-		2 \$	- \$	153 \$	- \$	153
Total	-		2 \$	- \$	153 \$	- \$	153

Recidivism, or the borrower defaulting on its obligation pursuant to a modified loan, results in the loan once again becoming a non-accrual loan. Recidivism occurs at a notably higher rate than do defaults on new origination loans, so modified loans present a higher risk of loss than do new origination loans. The following table presents the recorded investment in loans that were modified as TDRs during each 12-month period prior to the current reporting periods, which begin January 1, 2015 and 2014 (nine month periods) and July 1, 2015 and 2014 (3 month periods), respectively, and that subsequently defaulted during these reporting periods (dollars in thousands):

	For the Three Months Ended				For the Nine Months Ended			
	September 30, 2015		September 30, 2014		September 30, 2015		September 30, 2014	
	Number of contracts	Recorded investment	Number of contracts	Recorded investment	Number of contracts	Recorded investment	Number of contracts	Recorded investment
Real estate loans:								
Commercial	- \$	-	- \$	-	- \$	-	1 \$	483
Total recidivism	- \$	-	- \$	-	- \$	-	1 \$	483

Allowance for Loan Losses

The following table segregates the allowance for loan losses (ALLL) into the amount required for loans individually evaluated for impairment and the amount required for loans collectively evaluated for impairment as of September 30, 2015 and December 31, 2014, respectively (in thousands):

	September 30, 2015			December 31, 2014		
	Individually evaluated for impairment	Collectively evaluated for impairment	Total	Individually evaluated for impairment	Collectively evaluated for impairment	Total
Real estate loans:						
Residential	\$ 39	\$ 874	\$ 913	\$ 25	\$ 853	\$ 878
Commercial and agricultural	34	3,769	3,803	72	3,798	3,870
Construction	-	17	17	-	26	26
Consumer	-	91	91	-	84	84
Other commercial and agricultural loans	123	1,322	1,445	1	1,223	1,224
State and political subdivision loans	-	586	586	-	545	545
Unallocated	-	190	190	-	188	188
Total	\$ 196	\$ 6,849	\$ 7,045	\$ 98	\$ 6,717	\$ 6,815

The following tables roll forward the balance of the ALLL by portfolio segment for the three and nine month periods ended September 30, 2015 and 2014, respectively (in thousands):

	Balance at June 30, 2015	Charge-offs	Recoveries	Provision	Balance at September 30, 2015
Real estate loans:					
Residential	\$ 931	\$ -	\$ -	\$(18)	\$ 913
Commercial and agricultural	3,679	-	4	120	3,803
Construction	14	-	-	3	17
Consumer	89	(11)	13	-	91
Other commercial and agricultural loans	1,502	(40)	-	(17)	1,445
State and political subdivision loans	568	-	-	18	586
Unallocated	176	-	-	14	190
Total	\$ 6,959	\$ (51)	\$ 17	\$ 120	\$ 7,045

	Balance at December 31, 2014	Charge-offs	Recoveries	Provision	Balance at September 30, 2015
Real estate loans:					
Residential	\$ 878	\$(34)	\$ -	69	\$ 913
Commercial and agricultural	3,870	(56)	11	(22)	3,803
Construction	26	-	-	(9)	17
Consumer	84	(35)	25	17	91
Other commercial and agricultural loans	1,224	(41)	-	262	1,445

State and political subdivision loans	545	-	-	41	586
Unallocated	188	-	-	2	190
Total	\$ 6,815	\$ (166)	\$ 36	\$ 360	\$ 7,045

	Balance at June 30, 2014				Balance at September 30, 2014
	Charge-offs	Recoveries	Provision		
Real estate loans:					
Residential	\$ 879	\$ -	\$ -	7	\$ 886
Commercial and agricultural	3,809	(11)	4	(99)	3,703
Construction	13	-	-	10	23
Consumer	86	(26)	6	20	86
Commercial and other loans	1,151	(58)	-	70	1,163
State and political subdivision loans	455	-	-	(5)	450
Unallocated	358	-	-	147	505
Total	\$ 6,751	\$ (95)	\$ 10	\$ 150	\$ 6,816

	Balance at December 31, 2013	Charge-offs	Recoveries	Provision	Balance at September 30, 2014
Real estate loans:					
Residential	\$ 946	\$ (45)	\$ -	\$ (15)	\$ 886
Commercial and agricultural	4,558	(486)	9	(378)	3,703
Construction	50	-	-	(27)	23
Consumer	105	(40)	21	-	86
Commercial and other loans	942	(221)	-	442	1,163
State and political subdivision loans	330	-	-	120	450
Unallocated	167	-	-	338	505
Total	\$ 7,098	\$ (792)	\$ 30	\$ 480	\$ 6,816

The Company allocates the ALLL based on the factors described below, which conform to the Company's loan classification policy and credit quality measurements. In reviewing risk within the Company's loan portfolio, management has determined there to be several different risk categories within the loan portfolio. The ALLL consists of amounts applicable to: (i) residential real estate loans; (ii) residential real estate home equity loans; (iii) commercial real estate loans; (iv) agricultural real estate loans; (v) real estate construction loans; (vi) other commercial and agricultural loans; (vii) consumer loans; (viii) other agricultural loans and (ix) state and political subdivision loans. Factors considered in this process include general loan terms, collateral, and availability of historical data to support the analysis. Historical loss percentages are calculated and used as the basis for calculating allowance allocations. Certain qualitative factors are evaluated to determine additional inherent risks in the loan portfolio, which are not necessarily reflected in the historical loss percentages. These factors are then added to the historical allocation percentage to get the adjusted factor to be applied to non-classified loans. The following qualitative factors are analyzed:

- Level of and trends in delinquencies and impaired/classified loans
 - Change in volume and severity of past due loans
 - Volume of non-accrual loans
 - Volume and severity of classified, adversely or graded loans;
 - Level of and trends in charge-offs and recoveries;
 - Trends in volume, terms and nature of the loan portfolio;
- Effects of any changes in risk selection and underwriting standards and any other changes in lending and recovery policies, procedures and practices;
 - Changes in the quality of the Company's loan review system;
 - Experience, ability and depth of lending management and other relevant staff;
 - National, state, regional and local economic trends and business conditions
 - General economic conditions
 - Unemployment rates
 - Inflation rate/ Consumer Price Index
 - Changes in values of underlying collateral for collateral-dependent loans;
- Industry conditions including the effects of external factors such as competition, legal, and regulatory requirements on the level of estimated credit losses; and
 - Existence and effect of any credit concentrations, and changes in the level of such concentrations; and
 - Any change in the level of board oversight.

The Company also maintains an unallocated allowance to account for any factors or conditions that may cause a potential loss but are not specifically addressed in the process described above. The Company analyzes its loan portfolio each quarter to determine the appropriateness of its ALLL.

Loans determined to be TDRs are impaired and for purposes of estimating the ALLL must be individually evaluated for impairment. In calculating the impairment, the Company calculates the present value utilizing an analysis of discounted cash flows. If the present value calculated is below the recorded investment of the loan, impairment is recognized by a charge to the provision for loan and lease losses and a credit to the ALLL.

We continually review the model utilized in calculating the required ALLL. The following qualitative factors experienced changes during the first nine months of 2015:

- The qualitative factor for national, state, regional and local economic trends and business conditions was increased for all loan categories due to an increase in the unemployment rates in the local economy during the first nine months of 2015.

- The qualitative factors for changes in levels of and trends in delinquencies and impaired/classified loans were decreased for commercial and agricultural real estate due to the decrease in the amount of loans classified as substandard. While there has been an increase in delinquencies of commercial and agricultural real estate loans, the qualitative factor was not increased. The increase in delinquencies is attributable to one relationship, which is classified as impaired and management does not believe that this delinquency is a reflection of a further decrease in the credit quality of the commercial and agricultural real estate loan portfolio.
- The qualitative factors for changes in levels of and trends in delinquencies, impaired/classified loans were increased for other commercial and agricultural loans due to an increase in the amount of loans classified as substandard.
- The qualitative factor for levels of and trends in charge-offs and recoveries was decreased for commercial and agricultural real estate and other commercial and agricultural loans due to the decrease in charge-offs compared to the prior year as charge-offs returned to historical norms for the Bank.
- The qualitative factor for experience, ability and depth of lending management and other relevant staff was decreased for commercial real estate, agricultural real estate, other commercial and other agricultural loans due to the length of time employees involved throughout the loan process have been in their positions.
- The qualitative factor for industry conditions, including the effects of external factors such as competition, legal, and regulatory requirements on the level of estimated credit losses was increased for commercial and agricultural related loans due to the decrease in the price received for product sold and the increase in feed costs that has occurred in 2015, which negatively affected customer earnings.
- The qualitative factor for levels of and trends in charge-offs and recoveries was increased for residential real estate loans due to the increase in charge-offs compared to historical norms for the Company.
- The qualitative factors for changes in levels of and trends in delinquencies and impaired/classified loans was increased for residential mortgages due to increases in the amount of non-performing loans.

The following qualitative factors experienced changes during the three months ended September 30, 2015:

- The qualitative factors for changes in levels of and trends in delinquencies and impaired/classified loans were increased for other agricultural loans due to an increase in the amount of classified loans.
- The qualitative factor for levels of and trends in charge-offs and recoveries was increased for other commercial loans due to the increase in charge-offs during the quarter.

The primary factor that resulted in negative provision for commercial and agricultural loans for the nine month period ended September 30, 2015 was the reduction in the amount of special mention and substandard loans since December 31, 2014.

The following qualitative factors experienced changes during the first nine months of 2014:

- The qualitative factor for national, state, regional and local economic trends and business conditions was decreased for all loan categories due to a decrease in the unemployment rates in the local and state economy.
- The qualitative factors for changes in levels of and trends in delinquencies and impaired/classified loans were decreased for commercial and agricultural real estate due to the decrease in the Company's classified loans to its lowest level in three years and a decrease in the amount of loans past due.
- The qualitative factors for changes in levels of and trends in delinquencies, impaired/classified loans were increased for other commercial loans due to an increase in classified loans during 2014.
- The qualitative factor for levels of and trends in charge-offs and recoveries was increased for commercial real estate and other commercial loans due to the increase in charge-offs compared to historical norms for the Bank.
- The qualitative factor for experience, ability and depth of lending management and other relevant staff was decreased for all loan categories due to the length of time employees involved throughout the loan process have been in their positions.

- The qualitative factor for industry conditions, including the effects of external factors such as competition, legal, and regulatory requirements on the level of estimated credit losses was decreased for agricultural related loans due to the improvement in the agricultural economy during 2014.

The following qualitative factors experienced changes during the three months ended September 30, 2014:

- The qualitative factor for levels of and trends in charge-offs and recoveries was increased for commercial real estate and other commercial loans due to the increase in charge-offs compared to historical norms for the Bank.
- The qualitative factors for changes in levels of and trends in delinquencies, impaired/classified loans were decreased for other commercial loans real estate due to the decrease in the amount of loans past due as of September 30, 2014.
- The qualitative factor for industry conditions, including the effects of external factors such as competition, legal, and regulatory requirements on the level of estimated credit losses was decreased for agricultural related loans due to the improvement in the agricultural economy during 2014.

The primary factor that resulted in negative provisions for certain portfolio segments for the three and nine month periods in 2014 was due to decreases in the outstanding balances for certain portfolio segments compared to December 31, 2013, a reduction in the amount of substandard loans and the decrease in the qualitative factor associated with the improvement in unemployment rates noted above.

Foreclosed Assets Held For Sale

Foreclosed assets acquired in settlement of loans are carried at fair value, less estimated costs to sell, and are included in other assets on the Consolidated Balance Sheet. As of September 30, 2015 and December 31, 2014 included with other assets are \$1,429,000 and \$1,792,000, respectively, of foreclosed assets. As of September 30, 2015, included within the foreclosed assets is \$305,000 of consumer residential mortgages that were foreclosed on or received via a deed in lieu transaction prior to the period end. As of September 30, 2015, the Company has initiated formal foreclosure proceedings on \$1,256,000 of consumer residential mortgages, which have not yet been transferred into foreclosed assets.

Note 6 – Federal Home Loan Bank Stock

The Bank is a member of the FHLB of Pittsburgh and, as such, is required to maintain a minimum investment in stock of the FHLB that varies with the level of advances outstanding with the FHLB. As of September 30, 2015 and December 31, 2014, the Bank's investment in FHLB stock was \$1,708,000 and \$1,761,000, respectively. The stock does not have a readily determinable fair value and, as such, is classified as restricted stock, carried at cost and evaluated by management. The stock's value is determined by the ultimate recoverability of the par value rather than by recognizing temporary declines. The determination of whether the par value will ultimately be recovered is influenced by criteria such as the following: (a) a significant decline in net assets of the FHLB as compared to the capital stock amount and the length of time this situation has persisted (b) commitments by the FHLB to make payments required by law or regulation and the level of such payments in relation to the operating performance (c) the impact of legislative and regulatory changes on the customer base of the FHLB and (d) the liquidity position of the FHLB. Management evaluated the stock and concluded that the stock was not impaired for the periods presented herein. Management considered that the FHLB's regulatory capital ratios have improved, liquidity appears adequate, new shares of FHLB stock continue to exchange hands at the \$100 par value and the FHLB has repurchased shares of excess capital stock from its members and has paid a quarterly cash dividend.

Note 7 – Repurchase Agreements

We utilize securities sold under agreements to repurchase to facilitate the needs of our customers and to facilitate secured short-term funding needs. Securities sold under agreements to repurchase are stated at the amount of cash received in connection with the transaction. We monitor collateral levels on a continuous basis. We may be required to provide additional collateral based on the fair value of the underlying securities. Securities pledged as collateral under repurchase agreements are maintained with our safekeeping agents.

The remaining contractual maturity of repurchase agreements in the Consolidated Balance Sheets as of September 30, 2015 and December 31, 2014 is presented in the following tables.

September 30, 2015	Remaining Contractual Maturity of the Agreements				Total
	Overnight and Continuous	Up to 30 Days	30 - 90 Days	Greater than 90 days	
Repurchase Agreements: U.S. agency securities	\$ 6,112,000	\$ -	\$ -	\$ 2,070,000	\$ -
Total carrying value of collateral pledged	\$ 6,112,000	\$ -	\$ -	\$ 2,070,000	\$ 8,182,000
Total liability recognized for repurchase agreements					\$ 5,728,000

December 31, 2014	Remaining Contractual Maturity of the Agreements				Total
	Overnight and Continuous	Up to 30 Days	30 - 90 Days	Greater than 90 days	
Repurchase Agreements: U.S. agency securities	\$ 10,368,000	\$ 1,015,000	\$ -	\$ 2,940,000	\$ -
Total carrying value of collateral pledged	\$ 10,368,000	\$ 1,015,000	\$ -	\$ 2,940,000	\$ 14,323,000
Total liability recognized for repurchase agreements					\$ 5,906,000

Note 8 - Employee Benefit Plans

For additional detailed disclosure on the Company's pension and employee benefits plans, please refer to Note 11 of the Company's Consolidated Financial Statements included in the 2014 Annual Report on Form 10-K.

Noncontributory Defined Benefit Pension Plan

The Bank sponsors a noncontributory defined benefit pension plan ("Pension Plan") covering substantially all employees and officers that were hired prior to January 1, 2007. The Bank's funding policy is to make annual contributions, if needed, based upon the funding formula developed by the plan's actuary. Any employee with a hire date of January 1, 2007 or later is not eligible to participate in the Pension Plan. In lieu of the Pension Plan, employees with a hire date of January 1, 2007 or later are eligible to receive, after meeting certain length of service requirements, an annual discretionary 401(k) plan contribution from the Bank equal to a percentage of an employee's base compensation. The contribution amount, if any, is placed in a separate account within the 401(k) plan and is subject to a vesting requirement.

For employees who are eligible to participate in the Pension Plan, the Pension Plan requires benefits to be paid to eligible employees based primarily upon age and compensation rates during employment. Upon retirement or other termination of employment, employees can elect either an annuity benefit or a lump sum distribution of vested benefits in the Pension Plan.

The following sets forth the components of net periodic benefit costs of the Pension Plan for the three and nine months ended September 30, 2015 and 2014, respectively (in thousands):

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2015	2014	2015	2014
Service cost	\$ 110	\$ 77	\$ 242	\$ 230
Interest cost	128	104	281	311
Expected return on plan assets	(243)	(197)	(533)	(590)
Net amortization and deferral	65	13	141	38
Net periodic benefit cost	\$ 60	\$ (3)	\$ 131	\$ (11)

The Company has contributed \$400,000 to the Pension Plan in 2015.

Defined Contribution Plan

The Company sponsors a voluntary 401(k) savings plan which eligible employees can elect to contribute up to the maximum amount allowable not to exceed the limits of IRS Code Sections 401(k). Under the plan, the Company also makes required contributions on behalf of the eligible employees. The Company's contributions vest immediately. Contributions by the Company totaled \$215,000 and \$201,000 for the nine months ended September 30, 2015 and 2014, respectively. For the three months ended September 30, 2015 and 2014, contributions by the Company totaled \$60,000 and \$55,000, respectively.

Directors' Deferred Compensation Plan

The Company's directors may elect to defer all or portions of their fees until their retirement or termination from service. Amounts deferred under the plan earn interest based upon the highest current rate offered to certificate of deposit customers. Amounts deferred under the plan are not guaranteed and represent a general liability of the Company. At September 30, 2015 and December 31, 2014, an obligation of \$952,000 and \$969,000, respectively, was included in other liabilities for this plan in the Consolidated Balance Sheet. Amounts included in interest expense on the deferred amounts totaled \$5,000 and \$4,000 for each of the three months ended September 30, 2015 and 2014. For the nine months ended September 30, 2015 and 2014, amounts included in interest expense on the deferred amounts totaled \$17,000 and \$15,000, respectively.

Restricted Stock Plan

The Company maintains a Restricted Stock Plan (the "Plan") whereby employees and non-employee corporate directors are eligible to receive awards of restricted stock based upon performance related requirements. Awards granted under the Plan are in the form of the Company's common stock and are subject to certain vesting requirements including continuous employment or service with the Company. A total of 100,000 shares of the Company's common stock have been authorized under the Plan, which terminates in April 2016. As of September 30, 2015, 60,662 shares remain available to be issued under the Plan. The Plan assists the Company in attracting, retaining and motivating employees to make substantial contributions to the success of the Company and to increase the emphasis on the use of equity as a key component of compensation.

The following table details the vesting, awarding and forfeiting of restricted shares during 2015 and 2014:

Three months ended September 30,		Nine months ended September 30,	
2015	2014	2015	2014

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

	Unvested	Weighted Average Market Price	Unvested	Weighted Average Market Price	Unvested	Weighted Average Market Price	Unvested	Weighted Average Market Price
	Shares		Shares		Shares		Shares	
Outstanding, beginning of period	7,018	\$ 50.63	7,187	\$ 48.28	6,971	\$ 48.55	7,172	\$ 42.02
Granted	-	-	-	-	3,496	50.02	3,598	52.82
Forfeited	(139)	51.49	(7)	37.10	(139)	51.49	(7)	37.10
Vested	-	-	-	-	(3,449)	45.80	(3,583)	40.30
Outstanding, end of period	6,879	\$ 50.61	7,180	\$ 48.29	6,879	\$ 50.61	7,180	\$ 48.29

Compensation cost related to restricted stock is recognized based on the market price of the stock at the grant date over the vesting period. Compensation expense related to restricted stock was \$129,000 and \$115,000 for the nine months ended September 30, 2015 and 2014, respectively. For the three months ended September 30, 2015 and 2014, compensation expense totaled \$44,000 and \$42,000, respectively. At September 30, 2015 the total compensation cost related to nonvested awards that has not yet been recognized was \$349,000, which is expected to be recognized over the next 2.58 years.

Supplemental Executive Retirement Plan

The Company maintains a non-qualified supplemental executive retirement plan (“SERP”) for certain executives to compensate those executive participants in the Company’s noncontributory defined benefit pension plan whose benefits are limited by compensation limitations under current tax law. At September 30, 2015 and December 31, 2014, an obligation of \$1,304,000 and \$1,198,000, respectively, was included in other liabilities for this plan in the Consolidated Balance Sheet. Expenses related to this plan totaled \$106,000 and \$114,000 for the nine months ended September 30, 2015 and 2014, respectively. For the three months ended September 30, 2015 and 2014, expenses totaled \$35,000 and \$38,000, respectively.

Note 9 – Accumulated Comprehensive Income

The following tables present the changes in accumulated other comprehensive income by component net of tax for the three and nine months ended September 30, 2015 and 2014 (in thousands):

	Three months ended September 30, 2015		
	Unrealized gain (loss) on available for sale securities (a)	Defined Benefit Pension Items (a)	Total
Balance as of June 30, 2015	\$ 2,430	\$ (2,259)	\$ 171
Other comprehensive income (loss) before reclassifications, net of tax	722	-	722
Amounts reclassified from accumulated other comprehensive income (loss), net of tax	(85)	34	(51)
Net current period other comprehensive income	637	34	671
Balance as of September 30, 2015	\$ 3,067	\$ (2,225)	\$ 842

	Nine months ended September 30, 2015		
	Unrealized gain (loss) on available for sale securities (a)	Defined Benefit Pension Items (a)	Total
Balance as of December 31, 2014	\$ 3,093	\$ (2,326)	\$ 767
Other comprehensive income (loss) before reclassifications, net of tax	258	-	258
Amounts reclassified from accumulated other comprehensive income (loss), net of tax	(284)	101	(183)
Net current period other comprehensive income (loss)	(26)	101	75
Balance as of September 30, 2015	\$ 3,067	\$ (2,225)	\$ 842

Three months ended September 30, 2014
Total

	Unrealized gain (loss) on available for sale securities (a)	Defined Benefit Pension Items (a)	
Balance as of June 30, 2014	\$ 2,201	\$ (1,101)	\$ 1,100
Other comprehensive income (loss) before reclassifications, net of tax	564	-	564
Amounts reclassified from accumulated other comprehensive income (loss), net of tax	(160)	9	(151)
Net current period other comprehensive income	404	9	413
Balance as of September 30, 2014	\$ 2,605	\$ (1,092)	\$ 1,513

Nine months ended September 30, 2014			
	Unrealized gain (loss) on available for sale securities (a)	Defined Benefit Pension Items (a)	Total
Balance as of December 31, 2013	\$ (108)	\$ (1,117)	\$ (1,225)
Other comprehensive income (loss) before reclassifications, net of tax	3,035	-	3,035
Amounts reclassified from accumulated other comprehensive income (loss), net of tax	(322)	25	(297)
Net current period other comprehensive income	2,713	25	2,738
Balance as of September 30, 2014	\$ 2,605	\$ (1,092)	\$ 1,513

(a) Amounts in parentheses indicate debits to the Consolidated Balance Sheet

The following table presents the significant amounts reclassified out of each component of accumulated other comprehensive income for the three and nine months ended September 30, 2015 and 2014 (in thousands):

Details about accumulated other comprehensive income (loss)	Amount reclassified from accumulated comprehensive income (loss) (a)		Affected line item in the income statement where net Income is presented
	Three Months Ended 2015	September 30, 2014	
Unrealized gains and losses on available for sale securities			Investment securities gains, net
	\$ 129	\$ 242	
	(44)	(82)	Provision for income taxes
	\$ 85	\$ 160	Net of tax
Defined benefit pension items			Salaries and employee benefits
	\$ (51)	\$ (13)	
	17	4	Provision for income taxes
	\$ (34)	\$ (9)	Net of tax
Total reclassifications	\$ 51	\$ 151	

		Nine Months Ended September 30,		
		2015	2014	
Unrealized gains and losses on available for sale securities				
	\$	430	\$ 488	Investment securities gains, net
		(146)	(166)	Provision for income taxes
	\$	284	\$ 322	Net of tax
Defined benefit pension items				
	\$	(153)	\$ (38)	Salaries and employee benefits
		52	13	Provision for income taxes
	\$	(101)	\$ (25)	Net of tax
Total reclassifications	\$	183	\$ 297	

(a) Amounts in parentheses indicate expenses and other amounts indicate income

Note 10 – Fair Value Measurements

The Company established a hierarchal disclosure framework associated with the level of pricing observability utilized in measuring assets and liabilities at fair value. The three broad levels defined by this hierarchy are as follows:

Level I: Quoted prices are available in active markets for identical assets or liabilities as of the reported date.

Level II: Pricing inputs are other than quoted prices in active markets, which are either directly or indirectly observable as of the reported date. The nature of these assets and liabilities include items for which quoted prices are available but traded less frequently, and items that are fair valued using other financial instruments, the parameters of which can be directly observed.

Level III: Assets and liabilities that have little to no pricing observability as of the reported date. These items do not have two-way markets and are measured using management's best estimate of fair value, where the inputs into the determination of fair value require significant management judgment or estimation.

A description of the valuation methodologies used for instruments measured at fair value, as well as the general classification of such instruments pursuant to the valuation hierarchy, is set forth below.

In general, fair value is based upon quoted market prices, where available. If such quoted market prices are not available, fair value is based upon internally developed models that primarily use, as inputs, observable market-based parameters. Valuation adjustments may be made to ensure that financial instruments are recorded at fair value. These adjustments may include amounts to reflect counterparty credit quality, the Company's creditworthiness, among other things, as well as unobservable parameters. Any such valuation adjustments are applied consistently over time. Our valuation methodologies may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. While management believes the Company's valuation methodologies are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date. Transfers between levels of the fair value hierarchy are recognized on the actual date of the event or circumstances that caused the transfer, which generally coincides with the Company's monthly and/or quarterly valuation process.

Financial Instruments Recorded at Fair Value on a Recurring Basis

The fair values of securities available for sale are determined by quoted prices in active markets, when available, and classified as Level I. If quoted market prices are not available, the fair value is determined by a matrix pricing, which is a mathematical technique, widely used in the industry to value debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities and classified as Level II. The fair values consider observable data that may include dealer quotes, market spreads, cash flows, the U.S. Treasury yield curve, live trading levels, trade execution data, market consensus prepayment speeds, credit information and the bond's terms and conditions, among other things.

The following tables present the assets and liabilities reported on the Consolidated Balance Sheet at their fair value on a recurring basis as of September 30, 2015 and December 31, 2014 by level within the fair value hierarchy (in thousands). Financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

September 30, 2015	Level I	Level II	Level III	Total
Assets				
Securities available for sale:				
U.S. Agency securities	\$ -	\$ 164,102	\$ -	\$ 164,102
Obligations of state and political subdivisions	-	98,165	-	98,165
Corporate obligations	-	12,707	-	12,707
Mortgage-backed securities in	-	23,899	-	23,899

government sponsored entities				
Equity securities in financial institutions	1,757	-	-	1,757

December 31, 2014	Level I	Level II	Level III	Total
Securities available for sale:				
U.S. agency securities	\$ -	\$ 150,885	\$ -	\$ 150,885
U.S. treasuries securities	-	4,849	-	4,849
Obligations of state and political subdivisions	-	105,036	-	105,036
Corporate obligations	-	13,958	-	13,958
Mortgage-backed securities in government sponsored entities	-	29,728	-	29,728
Equity securities in financial institutions	1,690	-	-	1,690

Financial Instruments, Non-Financial Assets and Non-Financial Liabilities Recorded at Fair Value on a Nonrecurring Basis

The Company may be required, from time to time, to measure certain financial assets, financial liabilities, non-financial assets and non-financial liabilities at fair value on a nonrecurring basis in accordance with U.S. generally accepted accounting principles. These include assets that are measured at the lower of cost or market value that were recognized at fair value below cost at the end of the period. Certain non-financial assets measured at fair value on a non-recurring basis include foreclosed assets (upon initial recognition or subsequent impairment).

Non-financial assets measured at fair value on a non-recurring basis during 2015 and 2014 include certain foreclosed assets which, upon initial recognition, were remeasured and reported at fair value through a charge-off to the allowance for possible loan losses and certain foreclosed assets which, subsequent to their initial recognition, were remeasured at fair value through a write-down included in other non-interest expense.

- **Impaired Loans** - Loans for which it is probable that payment of interest and principal will not be made in accordance with the contractual terms of the loan agreement are considered impaired. Once a loan is identified as individually impaired, management measures impairment using one of several methods, including collateral value, liquidation value and discounted cash flows. Those impaired loans not requiring an allowance represent loans for which the fair value of the expected repayments or collateral exceed the recorded investments in such loans. Collateral values are estimated using Level II inputs based on observable market data and Level III inputs based on customized discounting criteria. For a majority of impaired real estate related loans, the Company obtains a current external appraisal. Other valuation techniques are used as well, including internal valuations, comparable property analysis and contractual sales information.
- **Other Real Estate owned** – Other real estate owned, which is obtained through the Bank’s foreclosure process, is valued utilizing the appraised collateral value. Collateral values are estimated using Level II inputs based on observable market data and Level III inputs based on customized discounting criteria. At the time the foreclosure is completed, the Company obtains an updated external appraisal.

Assets measured at fair value on a nonrecurring basis as of September 30, 2015 and December 31, 2014 are included in the table below (in thousands):

September 30, 2015	Level I	Level II	Level III	Total
Impaired Loans	\$ -	\$ -	\$ 7,954	\$ 7,954
Other real estate owned	-	-	1,429	1,429
December 31, 2014				
Impaired Loans	\$ -	\$ -	\$ 8,724	\$ 8,724
Other real estate owned	-	-	1,792	1,792

The following table provides a listing of the significant unobservable inputs used in the fair value measurement process for items valued utilizing level III techniques (dollars in thousands).

September 30, 2015	Fair Value	Valuation Technique(s)	Unobservable input	Range	Weighted average
Impaired Loans	\$ 206	Discounted Cash Flows	Discount in interest rates	0-5.5%	3.19%
	7,748	Appraised Collateral Values	Discount for time since appraisal	0-30%	16.66%
			Selling costs	5%-10%	13.25%
			Holding period	0 - 18 months	12 months
Other real estate owned	1,429	Appraised Collateral Values	Discount for time since appraisal	0-20%	20%
			Selling costs	4%-10%	9%
			Holding period	0 - 18 months	12 months
December 31, 2014	Fair Value	Valuation Technique(s)	Unobservable input	Range	
Impaired Loans	\$ 230	Discounted Cash Flows	Discount in interest rates	0-5.5%	1.99%
	8,494	Appraised Collateral Values	Discount for time since appraisal	0-30%	22.00%
			Selling costs	4%-10%	8.55%
			Holding period	0 - 18 months	15 months
Other real estate owned	1,792	Appraised Collateral Values	Discount for time since appraisal	0-20%	20%
			Selling costs	4%-10%	9%
			Holding period	0 - 18 months	12 months

The fair values of the Company's financial instruments are as follows (in thousands):

September 30, 2015	Carrying				
	Amount	Fair Value	Level I	Level II	Level III
Financial assets:					
Cash and due from banks	\$ 10,314	\$ 10,314	\$ 10,314	\$ -	-
Interest bearing time deposits with other banks	6,460	6,465	-	-6,465	
Available-for-sale securities	300,630	300,630	1,757	298,873	
Loans held for sale	1,248	1,248	1,248		
Net loans	575,964	605,361	-	-	605,361
Bank owned life insurance	20,773	20,773	20,773	-	-
Regulatory stock	1,983	1,983	1,983	-	-
Accrued interest receivable	3,566	3,566	3,566	-	-

Financial liabilities:

Deposits	\$ 797,848	\$ 799,026	\$ 550,646	\$ -	\$ 248,380
Borrowed funds	44,657	41,978	12,882	-	29,096
Accrued interest payable	693	693	693	-	-

Carrying

December 31, 2014	Amount	Fair Value	Level I	Level II	Level III
Financial assets:					
Cash and due from banks	\$ 11,423	\$ 11,423	\$ 11,423	\$ -	\$ -
Interest bearing time deposits with other banks	5,960	5,969	-	-	5,969
Available-for-sale securities	306,146	306,146	1,690	304,456	-
Loans held for sale	497	497	497	-	-
Net loans	547,290	564,944	-	-	564,944
Bank owned life insurance	20,309	20,309	20,309	-	-
Regulatory stock	2,035	2,035	2,035	-	-
Accrued interest receivable	3,644	3,644	3,644	-	-

Financial liabilities:

Deposits	\$ 773,933	\$ 774,387	\$ 525,166	\$ -	\$ 249,221
Borrowed funds	41,799	38,219	16,593	-	21,626
Accrued interest payable	756	756	756	-	-

Fair value is determined based on relevant market information and information about the financial instrument. These estimates do not reflect any premium or discount that could result from offering for sale at one time the Company's entire holdings of a particular financial instrument. Because no market exists for a significant portion of the Company's financial instruments, fair value estimates are based on judgments regarding future expected loss experience, current economic conditions, risk characteristics of various financial instruments and other factors. These estimates are subjective in nature and involve uncertainties and matters of significant judgment and therefore cannot be determined with precision. Changes in assumptions can significantly affect the estimates.

Fair values have been determined by the Company using historical data, as generally provided in the Company's regulatory reports, and an estimation methodology suitable for each category of financial instruments. The Company's fair value estimates, methods and assumptions are set forth below for the Company's other financial instruments.

Cash and Cash Equivalents:

The carrying amounts for cash and cash equivalents approximate fair value because they have original maturities of 90 days or less and do not present unanticipated credit concerns.

Accrued Interest Receivable and Payable:

The carrying amounts for accrued interest receivable and payable approximate fair value because they are generally received or paid in 90 days or less and do not present unanticipated credit concerns.

Interest bearing time deposits with other banks:

The fair value of interest bearing time deposits with other banks is based on the discounted value of contractual cash flows. The discount rate is estimated using the rates currently offered for deposits of similar remaining maturities.

Available-For-Sale Securities:

The fair values of securities available for sale are determined by quoted prices in active markets, when available, and classified as Level I. If quoted market prices are not available, the fair value is determined by a matrix pricing, which is a mathematical technique, widely used in the industry to value debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities and classified as Level II. The fair values consider observable data that may include dealer quotes, market spreads, cash flows, the U.S. Treasury yield curve, live trading levels, trade execution data, market consensus prepayment speeds, credit information and the bond's terms and conditions, among other things.

Loans held for sale:

The carrying amount for loans held for sale approximates fair value as the loans are only held for less than a week from origination.

Loans:

Fair values are estimated for portfolios of loans with similar financial characteristics. The fair value of performing loans has been estimated by discounting expected future cash flows. The discount rate used in these calculations is derived from the Treasury yield curve adjusted for credit quality, operating expense and prepayment option price, and is calculated by discounting scheduled cash flows through the estimated maturity using estimated market discount rates that reflect the credit and interest rate risk inherent in the loan. The estimate of maturity is based on the

Company's historical experience with repayments for each loan classification, modified as required by an estimate of the effect of current economic and lending conditions.

Bank Owned Life Insurance:

The carrying value of bank owned life insurance approximates fair value based on applicable redemption provisions.

Regulatory Stock:

The carrying value of regulatory stock approximates fair value based on applicable redemption provisions.

Deposits:

The fair value of deposits with no stated maturity, such as noninterest-bearing demand deposits, savings and NOW accounts, and money market accounts, is equal to the amount payable on demand. The fair value of certificates of deposit is based on the discounted value of contractual cash flows. The discount rate is estimated using the rates currently offered for deposits of similar remaining maturities.

The deposits' fair value estimates do not include the benefit that results from the low-cost funding provided by the deposit liabilities compared to the cost of borrowing funds in the market, commonly referred to as the core deposit intangible.

Borrowed Funds:

Rates available to the Company for borrowed funds with similar terms and remaining maturities are used to estimate the fair value of borrowed funds.

Note 11 – Recent Accounting Pronouncements

In May 2014, the FASB issued ASU 2014-09, Revenue from Contracts with Customers (a new revenue recognition standard). The Update's core principle is that a company will recognize revenue to depict the transfer of goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. In addition, this update specifies the accounting for certain costs to obtain or fulfill a contract with a customer and expands disclosure requirements for revenue recognition. This Update is effective for annual reporting periods beginning after December 15, 2016, including interim periods within that reporting period. The Company is evaluating the effect of adopting this new accounting Update.

In August 2014, the FASB issued ASU 2014-15, Presentation of Financial Statements -Going Concern (Subtopic 205-40). The amendments in this Update provide guidance in accounting principles generally accepted in the United States of America about management's responsibility to evaluate whether there is substantial doubt about an entity's ability to continue as a going concern and to provide related footnote disclosures. The amendments in this Update are effective for the annual period ending after December 15, 2016, and for annual periods and interim periods thereafter. Early application is permitted. This Update is not expected to have a significant impact on the Company's financial statements.

In February 2015, the FASB issued ASU 2015-02, Consolidation (Topic 810). The amendments in this Update affect reporting entities that are required to evaluate whether they should consolidate certain legal entities. All legal entities are subject to reevaluation under the revised consolidation model. Specifically, the amendments (1) modify the evaluation of whether limited partnerships and similar legal entities are variable interest entities (VIEs) or voting interest entities; (2) eliminate the presumption that a general partner should consolidate a limited partnership; (3) affect the consolidation analysis of reporting entities that are involved with VIEs, particularly those that have fee arrangements and related party relationships; (4) provide a scope exception from consolidation guidance for reporting

entities with interests in legal entities that are required to comply with or operate in accordance with requirements that are similar to those in Rule 2a-7 of the Investment Company Act of 1940 for registered money market funds. The amendments in this Update are effective for public business entities for fiscal years, and for interim periods within those fiscal years, beginning after December 15, 2015. For all other entities, the amendments in this Update are effective for fiscal years beginning after December 15, 2016, and for interim periods within fiscal years beginning after December 15, 2017. This Update is not expected to have a significant impact on the Company's financial statements.

In April 2015, the FASB issued ASU 2015-03, Interest-Imputation of Interest (Subtopic 835-30), as part of its initiative to reduce complexity in accounting standards. To simplify presentation of debt issuance costs, the amendments in this Update 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 recognition and measurement guidance for debt issuance costs are not affected by the amendments in this Update. For public business entities, the amendments in this Update are effective for financial statements issued for fiscal years beginning after December 15, 2015, and interim periods within those fiscal years. For all other entities, the amendments in this Update are effective for financial statements issued for fiscal years beginning after December 15, 2015, and interim periods within fiscal years beginning after December 15, 2016. An entity should apply the new guidance on a retrospective basis, wherein the balance sheet of each individual period presented should be adjusted to reflect the period-specific effects of applying the new guidance. This Update is not expected to have a significant impact on the Company's financial statements.

In May 2015, the FASB issued ASU 2015-08, Business Combinations - Pushdown Accounting - Amendment to SEC Paragraphs Pursuant to Staff Accounting Bulletin No. 115. This ASU was issued to amend various SEC paragraphs pursuant to the issuance of Staff Accounting Bulletin No. 115. This Update is not expected to have a significant impact on the Company's financial statements.

In June 2015, the FASB issued ASU 2015-10, Technical Corrections and Improvements. The amendments in this Update represent changes to clarify the Codification, correct unintended application of guidance, or make minor improvements to the Codification that are not expected to have a significant effect on current accounting practice or create a significant administrative cost to most entities. Transition guidance varies based on the amendments in this Update. The amendments in this Update that require transition guidance are effective for all entities for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2015. Early adoption is permitted, including adoption in an interim period. All other amendments will be effective upon the issuance of this Update. This Update is not expected to have a significant impact on the Company's financial statements.

In August 2015, the FASB issued ASU 2015-14, Revenue from Contract with Customers (Topic 606). The amendments in this Update defer the effective date of ASU 2014-09 for all entities by one year. Public business entities, certain not-for-profit entities, and certain employee benefit plans should apply the guidance in ASU 2014-09 to annual reporting periods beginning after December 15, 2017, including interim reporting periods within that reporting period. All other entities should apply the guidance in ASU 2014-09 to annual reporting periods beginning after December 15, 2018, and interim reporting periods within annual reporting periods beginning after December 15, 2019. The Company is evaluating the effect of adopting this new accounting Update.

In August 2015, the FASB issued ASU 2015-15, Interest-Imputation of Interest (Subtopic 835-30) Presentation and Subsequent Measurement of Debt Issuance Costs Associated with Line-of-Credit Arrangements Amendments to SEC Paragraphs Pursuant to Staff Announcement at June 18, 2015 EITF Meeting. This ASU adds SEC paragraphs pursuant to the SEC Staff Announcement at the June 18, 2015 Emerging Issues Task Force meeting about the presentation and subsequent measurement of debt issuance costs associated with line-of-credit arrangements. This Update is not expected to have a significant impact on the Company's financial statements.

In September 2015, the FASB issued ASU 2015-16, Business Combinations (Topic 805). The amendments in this Update require that an acquirer recognize adjustments to provisional amounts that are identified during the measurement period in the reporting period in which the adjustment amounts are determined. The amendments in this Update require that the acquirer record, in the same period's financial statements, the effect on earnings of changes in depreciation, amortization, or other income effects, if any, as a result of the change to the provisional amounts, calculated as if the accounting had been completed at the acquisition date. The amendments in this Update require an entity to present separately on the face of the income statement or disclose in the notes the portion of the amount

recorded in current-period earnings by line item that would have been recorded in previous reporting periods if the adjustment to the provisional amounts had been recognized as of the acquisition date. For public business entities, the amendments in this Update are effective for fiscal years beginning after December 15, 2015, including interim periods within those fiscal years. For all other entities, the amendments in this Update are effective for fiscal years beginning after December 15, 2016, and interim periods within fiscal years beginning after December 15, 2017. The Company is currently evaluating the impact the adoption of the standard will have on the Company's financial position or results of operations.

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

Forward-Looking Statements

We have made forward-looking statements in this document, and in documents that we incorporate by reference, that are subject to risks and uncertainties. Forward-looking statements include information concerning possible or expected future results of operations of Citizens Financial Services, Inc., First Citizens Community Bank, First Citizens Insurance Agency, Inc. or the combined Company. When we use words such as “believes,” “expects,” “anticipates,” or similar expressions, we are making forward-looking statements. For a variety of reasons, actual results could differ materially from those contained in or implied by forward-looking statements. The Company cautions readers that the following important factors, among others, could in the future affect the Company's actual results and could cause the Company's actual results for subsequent periods to differ materially from those expressed in any forward-looking statement:

- Interest rates could change more rapidly or more significantly than we expect.
- The economy could change significantly in an unexpected way, which would cause the demand for new loans and the ability of borrowers to repay outstanding loans to change in ways that our models do not anticipate.
- The financial markets could suffer a significant disruption, which may have a negative effect on our financial condition and that of our borrowers, and on our ability to raise capital by issuing new securities.
- It could take us longer than we anticipate to implement strategic initiatives designed to increase revenues or manage expenses, or we may be unable to implement those initiatives at all.
- Acquisitions and dispositions of assets or businesses could affect us in ways that management has not anticipated.
- We may become subject to new legal obligations or the resolution of litigation may have a negative effect on our financial condition or operating results.
 - We may become subject to new and unanticipated accounting, tax, or regulatory practices or requirements.
- We could experience greater loan delinquencies than anticipated, adversely affecting our earnings and financial condition.
- We could also experience greater losses than expected due to the ever increasing volume of information theft and fraudulent scams impacting our customers and the banking industry.
- We could lose the services of some or all of our key personnel, which would negatively impact our business because of their business development skills, financial expertise, lending experience, technical expertise and market area knowledge.
- The agricultural economy is subject to extreme swings in both the costs of resources and the prices received from the sale of products, which could negatively impact our customers.
- Exploration and drilling of the natural gas reserves in our market area may be affected by federal, state and local laws and regulations such as restrictions on production, permitting, changes in taxes and environmental protection, which could negatively impact our customers and, as a result, negatively impact our loan and deposit volume and loan quality.
- Similarly, customers dependent on the exploration and drilling of the natural gas reserves may be dependent on the market price of natural gas. As a result, decreases in the market price of natural gas could also negatively impact our customers.

Additional factors that may affect our results are discussed under “Part II – Item 1A – Risk Factors” in this report and in the Company's 2014 Annual Report on Form 10-K under “Item 1.A/ Risk Factors.” Except as required by applicable law and regulation, we assume no obligation to update or revise any forward-looking statements after the date on which they are made.

Introduction

The following is management's discussion and analysis of the financial condition and results of operations at the dates and for the periods presented in the accompanying consolidated financial statements for the Company. Our Company's consolidated financial condition and results of operations consist almost entirely of the Bank's financial condition and results of operations. Management's discussion and analysis should be read in conjunction with the preceding financial statements presented under Part I. The results of operations for the three and nine months ended September 30, 2015 are not necessarily indicative of the results you may expect for the full year.

The Company currently engages in the general business of banking throughout our service area of Clinton, Potter, Tioga and Bradford counties in North Central Pennsylvania and Allegany, Steuben, Chemung and Tioga counties in Southern New York. We maintain our main office in Mansfield, Pennsylvania. Presently we operate 19 banking facilities, 18 of which operate as bank branches. In Pennsylvania, we have branch offices located in Mansfield, Blossburg, Ulysses, Genesee, Wellsboro, Troy, Sayre, Canton, Gillett, Millerton, LeRaysville, Towanda, Rome, the Wellsboro Weis Market store, the Mansfield Wal-Mart Super Center and Mill Hall, which was opened in 2015. In New York, we have a branch office in Wellsville, Allegany County.

In the second quarter of 2015, the Company entered into a definitive agreement to acquire The First National Bank of Fredericksburg. The transaction is expected to close in the fourth quarter of 2015, subject to the satisfaction of customary closing conditions.

Risk Management

Risk identification and management are essential elements for the successful management of the Company. In the normal course of business, the Company is subject to various types of risk, including interest rate, credit, liquidity, reputational and regulatory risk.

Interest rate risk is the sensitivity of net interest income and the market value of financial instruments to the direction and frequency of changes in interest rates. Interest rate risk results from various re-pricing frequencies and the maturity structure of the financial instruments owned by the Company. The Company uses its asset/liability and funds management policy to control and manage interest rate risk.

Credit risk represents the possibility that a customer may not perform in accordance with contractual terms. Credit risk results from loans with customers and the purchasing of securities. The Company's primary credit risk is in the loan portfolio. The Company manages credit risk by adhering to an established credit policy and through a disciplined evaluation of the adequacy of the allowance for loan losses. Also, the investment policy limits the amount of credit risk that may be taken in the investment portfolio.

Liquidity risk represents the inability to generate or otherwise obtain funds at reasonable rates to satisfy commitments to borrowers and obligations to depositors. The Company has established guidelines within its asset/liability and funds management policy to manage liquidity risk. These guidelines include, among other things, contingent funding alternatives.

Reputational risk, or the risk to our business, earnings, liquidity, and capital from negative public opinion, could result from our actual or alleged conduct in a variety of areas, including legal and regulatory compliance, lending practices, corporate governance, litigation, ethical issues, or inadequate protection of customer information. We expend significant resources to comply with regulatory requirements. Failure to comply could result in reputational harm or significant legal or remedial costs. Damage to our reputation could adversely affect our ability to retain and attract new customers, and adversely impact our earnings and liquidity.

Regulatory risk represents the possibility that a change in law, regulations or regulatory policy may have a material effect on the business of the Company. We cannot predict what legislation might be enacted or what regulations might be adopted, or if adopted, the effect thereof on our operations.

Competition

The banking industry in the Bank's service area continues to be extremely competitive, both among commercial banks and with financial service providers such as consumer finance companies, thrifts, investment firms, mutual funds, insurance companies, credit unions and internet entities. The increased competition has resulted from changes in the legal and regulatory guidelines as well as from economic conditions, specifically, the additional wealth resulting from the exploration of natural gas in our primary market and the limited loan growth opportunities in our primary market and surrounding areas. Mortgage banking firms, financial companies, financial affiliates of industrial companies, brokerage firms, retirement fund management firms and even government agencies provide additional competition for loans and other financial services. The Bank is generally competitive with all competing financial institutions in its service area with respect to interest rates paid on time and savings deposits, service charges on deposit accounts and interest rates charged on loans.

Trust and Investment Services; Oil and Gas Services

Our Investment and Trust Services Department offers professional trust administration, investment management services, estate planning and administration, and custody of securities. Assets held by the Company in a fiduciary or agency capacity for its customers are not included in the Consolidated Financial Statements since such items are not assets of the Company. Revenues and fees of the Trust Department are reflected in the Company's financial statements. As of September 30, 2015 and December 31, 2014, the Trust Department had \$92.8 million and \$100.7 million of assets under management, respectively. The decrease in assets under management was due to one trust account closing in the second quarter of 2015 and a decline in investment values.

Our Investment Representatives offer full service brokerage services and financial planning throughout the Bank's market area. Products such as mutual funds, annuities, health and life insurance are made available through our insurance subsidiary, First Citizens Insurance Agency, Inc. The assets associated with these products are not included in the Consolidated Financial Statements since such items are not assets of the Company. Assets owned and invested by customers of the Bank through the Bank's Investment Representatives increased from \$111.7 million at December 31, 2014 to \$112.7 million at September 30, 2015. Fee income from the sale of these products is reflected in the Company's financial statements as a component of non-interest income in the Consolidated Statement of Income. Management believes that there are opportunities to increase non-interest income through these products and services, and as such, has added additional resources to support these opportunities.

In addition to the trust and investment services offered we have an oil and gas division, which serves as a network of experts to assist our customers through various oil and gas specific leasing matters from lease negotiations to establishing a successful approach to personal wealth management. As of September 30, 2015, customers owning 8,300 acres have signed agreements with the Bank that provide for the Bank to manage oil and gas matters related to the customers land, which may include negotiating lease payments and royalty percentages, resolving leasing issues, accounting for and ensuring the accuracy of royalty checks, distributing revenue to satisfy investment objectives and providing customized reports outlining payment and distribution information.

Results of Operations

Overview of the Income Statement

The Company had net income of \$9,166,000 for the first nine months of 2015 compared to \$9,909,000 for last year's comparable period, a decrease of \$743,000 or 7.5%. The decrease in net income is primarily the result of hiring additional employees as part of the strategic plan, additional expenses and losses associated with foreclosed properties and expenses incurred in preparing for the merger with The First National Bank of Fredericksburg. Basic earnings per

share for the first nine months of 2015 were \$3.04, compared to \$3.26 last year, representing a 6.9% decrease. Annualized return on assets and return on equity for the nine months of 2015 were 1.31% and 11.93%, respectively, compared with 1.46% and 13.64% for last year's comparable period.

Net income for the three months ended September 30, 2015 was \$2,857,000 compared to \$3,368,000 in the comparable 2014 period, a decrease of \$511,000 or 15.2%. The decrease in net income is primarily the result of hiring additional employees as part of the strategic plan, additional expenses and losses associated with foreclosed properties and expenses incurred in preparing for the merger with The First National Bank of Fredericksburg. Basic earnings per share for the three months ended September 30, 2015 were \$0.95, compared to \$1.11 last year, representing a 14.5% decrease. Annualized return on assets and return on equity for the quarter ended September 30, 2015 was 1.21% and 11.00%, respectively, compared with 1.48% and 13.59% for the same 2014 period.

Net Interest Income

Net interest income, the most significant component of the Company's earnings, is the amount by which interest income generated from interest-earning assets exceeds interest expense on interest-bearing liabilities.

Net interest income for the first nine months of 2015 was \$22,793,000, an increase of \$57,000, or 0.3%, compared to the same period in 2014. For the first nine months of 2015, the provision for loan losses totaled \$360,000, a decrease of \$120,000 over the comparable period in 2014. Consequently, net interest income after the provision for loan losses was \$22,433,000 compared to \$22,256,000 during the first nine months of 2014.

For the three months ended September 30, 2015, net interest income was \$7,645,000 compared to \$7,574,000, an increase of \$71,000, or 0.9% over the comparable period in 2014. The provision for loan losses this quarter was \$120,000 compared to \$150,000 for last year's third quarter. Consequently, net interest income after the provision for loan losses was \$7,525,000 for the quarter ended September 30, 2015 compared to \$7,424,000 in 2014.

The following table sets forth the average balances of, and the interest earned or incurred on, for each principal category of assets, liabilities and stockholders' equity, the related rates, net interest income and interest rate spread created for the nine months and three months ended September 30, 2015 and 2014 on a tax equivalent basis (dollars in thousands):

Analysis of Average Balances and Interest Rates (1)

Nine Months Ended

September 30, 2015

September 30, 2014

	September 30, 2015		September 30, 2014			
	Average Balance (1)	Interest	Average Rate	Average Balance (1)	Interest	Average Rate
(dollars in thousands)	\$	\$	%	\$	\$	%
ASSETS						
Short-term investments:						
Interest-bearing deposits at banks	12,469	14	0.15	8,839	8	0.12
Total short-term investments	12,469	14	0.15	8,839	8	0.12
Interest bearing time deposits at banks	6,037	89	1.97	2,900	43	2.02
Investment securities:						
Taxable	199,122	2,485	1.66	215,058	2,701	1.67
Tax-exempt (3)	98,291	3,633	4.93	96,653	3,827	5.28
Total investment securities	297,413	6,118	2.74	311,711	6,528	2.79
Loans:						
Residential mortgage loans	182,662	7,559	5.53	187,139	7,950	5.68
Construction	7,433	285	5.12	5,116	178	4.66
Commercial & agricultural loans	285,134	11,195	5.25	269,483	10,963	5.44
Loans to state & political subdivisions	83,901	2,800	4.46	67,114	2,349	4.68
Other loans	8,143	487	8.00	8,738	531	8.13
Loans, net of discount (2)(3)(4)	567,273	22,326	5.26	537,590	21,971	5.46
Total interest-earning assets	883,192	28,547	4.32	861,040	28,550	4.43
Cash and due from banks	3,922			3,775		
Bank premises and equipment	12,581			11,271		
Other assets	35,840			29,283		
Total non-interest earning assets	52,343			44,329		
Total assets	935,535			905,369		
LIABILITIES AND STOCKHOLDERS' EQUITY						
Interest-bearing liabilities:						

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

NOW accounts	229,886	604	0.35	218,557	572	0.35
Savings accounts	114,682	105	0.12	100,619	87	0.12
Money market accounts	97,830	352	0.48	89,595	309	0.46
Certificates of deposit	249,516	2,027	1.09	259,907	2,323	1.19
Total interest-bearing deposits	691,914	3,088	0.60	668,678	3,291	0.66
Other borrowed funds	34,000	521	2.05	40,416	451	1.49
Total interest-bearing liabilities	725,914	3,609	0.66	709,094	3,742	0.71
Demand deposits	98,929			92,150		
Other liabilities	8,285			7,253		
Total non-interest-bearing liabilities	107,214			99,403		
Stockholders' equity	102,407			96,872		
Total liabilities & stockholders' equity	935,535			905,369		
Net interest income		24,938			24,808	
Net interest spread (5)			3.66%			3.72%
Net interest income as a percentage of average interest-earning assets			3.78%			3.85%
Ratio of interest-earning assets to interest-bearing liabilities			122%			121%

(1) Averages are based on daily averages.

(2) Includes loan origination and commitment fees.

(3) Tax exempt interest revenue is shown on a tax equivalent basis for proper comparison using a statutory federal income tax rate of 34%.

(4) Income on non-accrual loans is accounted for on a cash basis, and the loan balances are included in interest-earning assets.

(5) Interest rate spread represents the difference between the average rate earned on interest-earning assets and the average rate paid on interest-bearing liabilities.

Analysis of Average Balances and Interest Rates (1)
Three Months Ended

	September 30, 2015			September 30, 2014		
	Average Balance (1)	Interest	Average Rate	Average Balance (1)	Interest	Average Rate
(dollars in thousands)	\$	\$	%	\$	\$	%
ASSETS						
Short-term investments:						
Interest-bearing deposits at banks	8,804	3	0.14	15,013	6	0.16
Total short-term investments	8,804	3	0.14	15,013	6	0.16
Interest bearing time deposits at banks	6,188	30	1.98	3,725	19	2.02
Investment securities:						
Taxable	200,888	833	1.66	206,785	845	1.63
Tax-exempt (3)	95,077	1,135	4.78	98,268	1,278	5.20
Total investment securities	295,965	1,968	2.66	305,053	2,123	2.78
Loans:						
Residential mortgage loans	180,370	2,502	5.50	187,951	2,665	5.69
Construction	9,636	124	5.12	4,590	56	4.86
Commercial & farm loans	293,613	3,818	5.16	267,780	3,643	5.46
Loans to state & political subdivisions	85,565	948	4.39	71,450	827	4.64
Other loans	8,192	165	7.98	8,495	172	8.14
Loans, net of discount (2)(3)(4)	577,376	7,557	5.19	540,266	7,363	5.47
Total interest-earning assets	888,333	9,558	4.27	864,057	9,511	4.41
Cash and due from banks	3,901			3,769		
Bank premises and equipment	12,585			11,563		
Other assets	42,133			33,227		
Total non-interest earning assets	58,619			48,559		
Total assets	946,952			912,616		
LIABILITIES AND STOCKHOLDERS' EQUITY						

Interest-bearing liabilities:						
NOW accounts	227,487	197	0.34	218,615	184	0.34
Savings accounts	118,514	37	0.12	104,897	32	0.12
Money market accounts	104,433	133	0.51	99,466	120	0.48
Certificates of deposit	248,828	677	1.08	255,921	756	1.18
Total interest-bearing deposits	699,262	1,044	0.59	678,899	1,092	0.64
Other borrowed funds	34,782	174	1.98	30,279	142	1.88
Total interest-bearing liabilities	734,044	1,218	0.66	709,178	1,234	0.70
Demand deposits	101,743			97,030		
Other liabilities	7,248			7,255		
Total non-interest-bearing liabilities	108,991			104,285		
Stockholders' equity	103,917			99,153		
Total liabilities & stockholders' equity	946,952			912,616		
Net interest income		8,340			8,277	
Net interest spread (5)			3.61%			3.71%
Net interest income as a percentage of average interest-earning assets			3.73%			3.84%
Ratio of interest-earning assets to interest-bearing liabilities			121%			122%

(1) Averages are based on daily averages.

(2) Includes loan origination and commitment fees.

(3) Tax exempt interest revenue is shown on a tax equivalent basis for proper comparison using a statutory federal income tax rate of 34%.

(4) Income on non-accrual loans is accounted for on a cash basis, and the loan balances are included in interest-earning assets.

(5) Interest rate spread represents the difference between the average rate earned on interest-earning assets

and the average rate paid on interest-bearing liabilities.

Tax exempt revenue is shown on a tax-equivalent basis for proper comparison using a statutory, federal income tax rate of 34%. For purposes of the comparison, as well as the discussion that follows, this presentation facilitates performance comparisons between taxable and tax-free assets by increasing the tax-free income by an amount equivalent to the Federal income taxes that would have been paid if this income were taxable at the Company's 34% Federal statutory rate. The following table represents the adjustment to convert net interest income to net interest income on a fully taxable equivalent basis for the periods ending September 30, 2015 and 2014 (in thousands):

	For the Three Months Ended September 30		For the Nine Months Ended September 30	
	2015	2014	2015	2014
Interest and dividend income from investment securities and interest bearing deposits at banks (non-tax adjusted)	\$ 1,615	\$ 1,714	\$ 4,986	\$ 5,278
Tax equivalent adjustment	386	434	1,235	1,301
Interest and dividend income from investment securities and interest bearing deposits at banks (tax equivalent basis)	\$ 2,001	\$ 2,148	\$ 6,221	\$ 6,579
Interest and fees on loans (non-tax adjusted)	\$ 7,248	\$ 7,094	\$ 21,416	\$ 21,200
Tax equivalent adjustment	309	269	910	771
Interest and fees on loans (tax equivalent basis)	\$ 7,557	\$ 7,363	\$ 22,326	\$ 21,971
Total interest income	\$ 8,863	\$ 8,808	\$ 26,402	\$ 26,478
Total interest expense	1,218	1,234	3,609	3,742
Net interest income	7,645	7,574	22,793	22,736
Total tax equivalent adjustment	695	703	2,145	2,072
Net interest income (tax equivalent basis)	\$ 8,340	\$ 8,277	\$ 24,938	\$ 24,808

The following table shows the tax-equivalent effect of changes in volume and rate on interest income and expense (in thousands):

Analysis of Changes in Net Interest Income on a Tax-Equivalent Basis (1)						
Three months ended September 30, 2015 vs.			Nine months ended September 30, 2015 vs. 2014 (1)			
	Change in Volume	Change in Rate	Total Change	Change in Volume	Change in Rate	Total Change
Interest Income:						
Short-term investments:						
Interest-bearing deposits at banks	\$ (2)	\$ (1)	\$ (3)	\$ 3	\$ 3	\$ 6
Interest bearing time deposits at	12	(1)	11	47	(1)	46

banks						
Investment securities:						
Taxable	(25)	13	(12)	(199)	(17)	(216)
Tax-exempt	(41)	(102)	(143)	66	(260)	(194)
Total investments	(66)	(89)	(155)	(133)	(277)	(410)
Loans:						
Residential mortgage loans	(77)	(86)	(163)	(188)	(203)	(391)
Construction	65	3	68	87	20	107
Commercial & agricultural loans	351	(176)	175	580	(348)	232
Loans to state & political subdivisions	162	(41)	121	554	(103)	451
Other loans	(5)	(2)	(7)	(36)	(8)	(44)
Total loans, net of discount	496	(302)	194	997	(642)	355
Total Interest Income	440	(393)	47	914	(917)	(3)
Interest Expense:						
Interest-bearing deposits:						
NOW accounts	10	3	13	30	2	32
Savings accounts	4	1	5	13	5	18
Money Market accounts	8	5	13	29	14	43
Certificates of deposit	(12)	(67)	(79)	(90)	(206)	(296)
Total interest-bearing deposits	10	(58)	(48)	(18)	(185)	(203)
Other borrowed funds	24	8	32	(51)	121	70
Total interest expense	34	(50)	(16)	(69)	(64)	(133)
Net interest income	\$ 406	\$ (343)	\$ 63	\$ 983	\$ (853)	\$ 130

(1) The portion of the total change attributable to both volume and rate changes, which can not be separated, has been allocated proportionally to the change due to volume and the change due to rate prior to allocation.

Tax equivalent net interest income increased from \$24,808,000 for the nine month period ended September 30, 2014 to \$24,938,000 for the nine month period ended September 30, 2015, an increase of \$130,000. The tax equivalent net interest margin decreased from 3.85% for the first nine months of 2014 to 3.78% in 2015.

Total tax equivalent interest income for the 2015 nine month period decreased \$3,000 as compared to the 2014 nine month period. This decrease was primarily a result of a decrease of \$917,000 due to a change in rate, as the yield on interest earning assets decreased from 4.43% to 4.32% or 11 basis points for the comparable periods. This decrease was offset by an increase of \$914,000 as a result of an increase in the average balance of interest earning assets of \$22.2 million for the comparable periods. While the Bank has been able to add interest earning assets, the new assets are priced at lower rates than assets that have matured due to the prolonged low interest rate environment and additional competition in our markets. Additionally, assets repriced at lower rates during the 2015 period.

Tax equivalent investment income for the nine months ended September 30, 2015 decreased \$410,000 over the same period last year. The primary causes of the decrease were a decrease in the average outstanding balance of taxable securities and a decrease in the yield earned on tax exempt securities.

- The average balance of taxable securities decreased by \$15.9 million which resulted in a decrease in investment income of \$199,000. The reason there was such a decrease in the average balance of taxable securities was due to less than favorable investment opportunities.
- The yield on tax-exempt securities decreased 35 basis points from 5.28% to 4.93%, which corresponds to a decrease in interest income of \$260,000. The yield decrease was due to the amount of purchases we made in the current low interest rate environment. For a discussion of the Company's current investment strategy, see the "Financial Condition – Investments". Offsetting this decrease, the average balance of tax-exempt securities increased \$1.6 million resulting in an increase in investment income of \$66,000.

The purchase of tax-exempt securities, along with municipal loans and investment tax credits, allows us to manage and reduce our effective tax rate as well as increase the overall after-tax yield on our interest earning assets.

Total loan interest income increased \$355,000 for the nine months ended September 30, 2015 compared to the same period last year.

- The average balance of state and political subdivision loans increased \$16.8 million from a year ago. This had a positive impact of \$554,000 on total interest income due to volume. Offsetting this increase, the yield decreased 22 basis points to 4.46%, which decreased loan interest income \$103,000.
- The average balance of commercial and agricultural loans increased \$15.7 million from a year ago. This had a positive impact of \$580,000 on total interest income due to volume, which was offset by a decrease of \$348,000 due to rate, as the yield earned decreased from 5.44% to 5.25% due to the continued low rate environment and increased competition.
- Interest income on residential mortgage loans decreased \$391,000. The average balance of residential loans decreased \$4.5 million from a year ago. This resulted in a decrease in loan interest income of \$188,000. Additionally, the yield earned on residential loans decreased 15 basis points compared to 2014, which corresponds to a decrease in interest income of \$203,000.

Total interest expense decreased \$133,000 for the nine months ended September 30, 2015 compared with last year. A decrease of \$64,000 was the result of a decrease in the average rate paid from 0.71% to 0.66%. The low interest rate environment prompted by the Federal Reserve had the effect of decreasing our rates paid on certificates of deposit. While the Company's rates on deposit products are below its historical averages, we believe they are competitive with rates paid by other institutions in the marketplace.

- The average balance of interest bearing liabilities increased \$16.8 million from September 30, 2014 to September 30, 2015. Increases were experienced in NOW accounts of \$11.3 million, savings accounts of \$14.1 million and money market accounts of \$8.2 million. The cumulative effect of these increases was an increase in interest expense of \$72,000. Certificates of deposit decreased \$10.4 million, which resulted in a decrease in interest expense due to volume of \$90,000. (see also "Financial Condition – Deposits").
- There was a decrease in the average rate on certificates of deposit from 1.19% to 1.09% resulting in a decrease in interest expense of \$206,000.
- Interest expense on other borrowed funds increased \$70,000 over the same period last year. The primary cause of the increase was the average rate on other borrowed funds increasing 56 basis points resulting in an increase in interest expense of \$121,000. The increase in rate on the other borrowed funds is a result of the significant amount of overnight borrowings that were outstanding during the 2014 period compared to the 2015 period. In the current rate environment, overnight borrowings have a lower rate than longer term borrowings. The average balance of other borrowed funds decreased \$6.4 million resulting in a decrease in interest expense due to volume of \$51,000.

Tax equivalent net interest income for the three months ended September 30, 2015 was \$8,340,000 which compares to \$8,277,000 for the same period last year. This represents an increase of \$63,000 or 0.8%.

Total tax equivalent interest income was \$9,558,000 for the three month period ended September 30, 2015, compared with \$9,511,000 for the comparable period last year, an increase of \$47,000. The primary driver of this decrease was an increase in average balance of interest earning assets of \$24.3 million, which corresponds to the increase we experienced on a year to date basis.

- Total loan interest income increased \$194,000 compared to the same period last year. This was primarily due to an increase in volume of \$37.1 million, which corresponds to a \$496,000 increase in interest income. This was offset by a decrease in rate of 28 points from 5.47% to 5.19%, which corresponds to a decrease in loan interest income of \$302,000.
- Total investment income decreased by \$155,000 compared to same period last year. This was due to a 42 point decrease in rate on tax exempt investments from 5.20% to 4.78%, which equates to a \$102,000 decrease in income. In addition, there was a decrease in income of \$41,000 as a result of a \$3.2 million decrease in the average balance of tax exempt securities.

Total interest expense decreased \$16,000 for the three months ended September 30, 2015 compared with last year as a result of a decrease in the average rate on interest-bearing liabilities of 4 basis points from 0.70% to 0.66%, accounting for a \$50,000 decrease in interest expense. Interest expense increased \$34,000 as a result of an increase in the average outstanding balance of interest bearing liabilities of \$24.9 million.

Provision for Loan Losses

For the nine month period ending September 30, 2015, we recorded a provision for loan losses of \$360,000, which represents a decrease of \$120,000 from the \$480,000 provision recorded in the corresponding nine months of last

year. The provision was lower in 2015 than 2014 due to the improvement in the credit quality of the loan portfolio. see “Financial Condition – Allowance for Loan Losses and Credit Quality Risk”).

For the three months ending September 30, 2015, we recorded a provision of \$120,000 compared to \$150,000 in 2014. The provision was lower in 2015 than 2014 due to the improvement in the credit quality of the loan portfolio. see “Financial Condition – Allowance for Loan Losses and Credit Quality Risk”).

Non-interest Income

The following table shows the breakdown of non-interest income for the three and nine months ended September 30, 2015 and 2014 (dollars in thousands):

	Nine months ended September 30,		Change	
	2015	2014	Amount	%
Service charges	\$ 3,058	\$ 3,239	\$ (181)	(5.6)
Trust	523	528	(5)	(0.9)
Brokerage and insurance	563	398	165	41.5
Gains on loans sold	183	110	73	66.4
Investment securities gains, net	430	488	(58)	(11.9)
Earnings on bank owned life insurance	464	366	98	26.8
Other	327	337	(10)	(3.0)
Total	\$ 5,548	\$ 5,466	\$ 82	1.5

	Three months ended September 30,		Change	
	2015	2014	Amount	%
Service charges	\$ 1,054	\$ 1,098	\$ (44)	(4.0)
Trust	149	151	(2)	(1.3)
Brokerage and insurance	181	141	40	28.4
Gains on loans sold	85	40	45	112.5
Investment securities gains, net	129	242	(113)	(46.7)
Earnings on bank owned life insurance	158	124	34	27.4
Other	109	128	(19)	(14.8)
Total	\$ 1,865	\$ 1,924	\$ (59)	(3.1)

Non-interest income for the nine months ended September 30, 2015 totaled \$5,548,000, an increase of \$82,000 when compared to the same period in 2014. During the first nine months of 2015, net investment security gains amounted to \$430,000 compared to gains of \$488,000 last year. We sold five agency securities for gains totaling \$196,000, five mortgage backed securities in government sponsored entities for gains totaling \$70,000, seven municipal bonds for gains totaling \$99,000, a financial institution equity holding for a gain of \$76,000 and a US Treasury note for a loss of \$11,000 in order to take advantage of certain market conditions. In 2014, we sold seven agency securities for gains totaling \$137,000, three mortgage backed securities in government sponsored entities for gains totaling \$78,000, one municipal security for a gain of \$172,000 and a portion of a financial institution equity holding for a gain of \$101,000.

For the first nine months of 2015, account service charges totaled \$3,058,000, a decrease of \$181,000 or 5.6%, when compared to the same period in 2014. The decrease was associated with a \$139,000 decrease attributable to fees charged to customers for non-sufficient funds and a \$14,900 decrease in interchange revenue. This revenue source has been negatively impacted and is expected to continue to be negatively impacted by changes in regulations implemented as part of Dodd-Frank. The increase in earnings on bank owned life insurance of \$98,000 is due to purchases of an additional \$5.0 million of insurance made late in the fourth quarter of 2014. The increase in brokerage

and insurance revenues of \$165,000 in the current nine months is primarily due to sales to a new customer, with a large brokerage balance. The increase in gains on loans sold is due to an increase of 68.3% in the amount of loans sold in 2015 compared to 2014. During the first nine months of 2015, the Company received proceeds of \$12.9 million from the sale of conforming loans compared to \$7.7 million of proceeds for the comparable 2014 period.

For the three month period ended September 30, 2015, the changes experienced from the prior year correspond to the changes experienced for the nine month period. The decrease in revenue associated with non-sufficient funds continued into the third quarter, while increases related to brokerage, and earnings on bank owned life insurance continue and are consistent with year to date changes.

Non-interest Expense

The following tables reflect the breakdown of non-interest expense for the three and nine months ended September 30, 2015 and 2014 (dollars in thousands):

	Nine months ended		Change Amount	%
	2015	September 30, 2014		
Salaries and employee benefits	\$ 9,118	\$ 8,600	\$ 518	6.0
Occupancy	1,064	967	97	10.0
Furniture and equipment	323	280	43	15.4
Professional fees	614	649	(35)	(5.4)
FDIC insurance	348	345	3	0.9
Pennsylvania shares tax	602	485	117	24.1
Merger and acquisition	405	237	168	70.9
ORE expenses	686	243	443	182.3
Other	3,455	3,352	103	3.1
Total	\$ 16,615	\$ 15,158	\$ 1,457	9.6

	Three months ended		Change Amount	%
	2015	September 30, 2014		
Salaries and employee benefits	\$ 3,069	\$ 2,790	\$ 279	10.0
Occupancy	347	313	34	10.9
Furniture and equipment	108	86	22	25.6
Professional fees	202	207	(5)	(2.4)
FDIC insurance	116	116	-	-
Pennsylvania shares tax	201	101	100	99.0
Merger and acquisition	282	187	95	50.8
ORE expenses	328	106	222	209.4
Other	1,199	1,161	38	3.3
Total	\$ 5,852	\$ 5,067	\$ 785	15.5

Non-interest expenses increased \$1,457,000 for the nine months ended September 30, 2015 compared to the same period in 2014. Salaries and employee benefits increased \$518,000 or 6.0%. Merit increases effective at the beginning

of 2015 and an increase in full time equivalent employees, as part of implementing the Bank's strategic plan and opening a new branch, accounted for an increase in salaries and employee benefits of approximately \$282,000. Health insurance related expenses increased \$93,000 as a result of an increase in claims experience. Due to actuarial changes, pension expense has increased \$141,000 in 2015 compared to the 2014 nine month period. As a result of the increase in brokerage and insurance revenues, commission expense has increased \$59,000. Profit sharing expenses have decreased \$100,000 compared to the comparable period of 2014.

The primary cause of the increases in occupancy and furniture and fixtures is the opening of the Mill Hall branch in the first quarter of 2015, which includes some one-time costs incurred as part of the opening. The increase in ORE expenses in 2015 is the result of \$262,000 of write-downs on two OREO properties taken in the second and third quarters of 2015 due to updated appraisals, legal expenses related to OREO proceedings and paying real estate taxes. The increase in Pennsylvania shares tax expense is due to the fact that in 2014, the Bank received a tax credit that has not yet been granted in 2015 due to the Pennsylvania state budget impasse. The increase in merger and acquisition expenses is the result of merger with the First National Bank of Fredericksburg expected to close in the fourth quarter of 2015. The largest driver of the increase in other expenses is charge-offs related to fraudulent charges on our customers debit cards.

For the three months ended, September 30, 2015, non-interest expenses increased \$785,000 when compared to the same period in 2014. ORE expenses increased \$222,000 primarily due to \$153,000 of ORE write-downs and paying real estate taxes. The increases in Pennsylvania shares tax and salaries and employee benefits correspond to the increases incurred on a year to date basis.

Provision for Income Taxes

The provision for income taxes was \$2,200,000 for the nine month period ended September 30, 2015 compared to \$2,655,000 for the same period in 2014. The decrease is attributable to a decrease in income before the provision for income taxes of \$1,198,000 and an increase in tax-exempt income as a proportion of total interest income. Through management of our municipal loan and bond portfolios, management is focused on minimizing our effective tax rate. Our effective tax rate was 19.4% and 21.1% for the first nine months of 2015 and 2014, respectively, compared to the statutory rate of 34%.

For the three months ended September 30, 2015, the provision for income taxes was \$681,000 compared to \$913,000 for the same period in 2014. The decrease is attributable to the decrease in income before the provision for income taxes of \$743,000 and an increase in tax-exempt income as a proportion of total interest income. Our effective tax rate was 19.3% and 21.3% for the three months ended September 30, 2015 and 2014, respectively, compared to the statutory rate of 34%.

We have invested in four limited partnership agreements that established low-income housing projects in our market areas. We anticipate recognizing an aggregate of \$1.0 million of tax credits over the next seven years, with an additional \$50,000 anticipated to be recognized during 2015.

Financial Condition

Total assets were \$954.0 million at September 30, 2015, an increase of \$29.0 million, or 3.1% from \$925.0 million at December 31, 2014. Cash and cash equivalents decreased \$1.1 million to \$10.3 million. Investment securities decreased to \$300.6 million and net loans increased 5.2% to \$576.0 million at September 30, 2015. Total deposits increased \$23.9 million to \$797.8 million since year-end 2014, while borrowed funds increased \$2.9 million to \$44.7 million.

Cash and Cash Equivalents

Cash and cash equivalents totaled \$10.3 million at September 30, 2015 compared to \$11.4 million at December 31, 2014, a decrease of \$1.1 million. Management actively measures and evaluates its liquidity position through our Asset–Liability Committee and believes its liquidity needs are satisfied by the current balance of cash and cash equivalents, readily available access to traditional funding sources including the Bank’s core deposits, Federal Home Loan Bank financing, federal funds lines with correspondent banks, brokered certificates of deposit and the portion of the investment and loan portfolios that mature within one year. Management expects that these sources of funds will permit us to meet cash obligations and off-balance sheet commitments as they come due.

Investments

The following table shows the composition of the investment portfolio as of September 30, 2015 and December 31, 2014 (dollars in thousands):

	September 30, 2015		December 31, 2014	
	Amount	%	Amount	%
Available-for-sale:				

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

U. S. Agency securities	\$	164,102	54.6	\$	150,885	49.3
U. S. Treasury notes		-	-		4,849	1.6
Obligations of state & political subdivisions		98,165	32.7		105,036	34.3
Corporate obligations		12,707	4.2		13,958	4.6
Mortgage-backed securities in government sponsored entities		23,899	7.9		29,728	9.6
Equity securities in financial institutions		1,757	0.6		1,690	0.6
Total	\$	300,630	100.0	\$	306,146	100.0

	September 30, 2015/ December 31, 2014	
	Change	
	Amount	%
Available-for-sale:		
U. S. Agency securities	\$ 13,217	8.8
U. S. Treasury notes	(4,849)	(100.0)
Obligations of state & political subdivisions	(6,871)	(6.5)
Corporate obligations	(1,251)	(9.0)
Mortgage-backed securities in government sponsored entities	(5,829)	(19.6)
Equity securities in financial institutions	67	4.0
Total	\$ (5,516)	(1.8)

Our investment portfolio decreased by \$5.5 million, or 1.8%, from December 31, 2014 to September 30, 2015. During 2015, we purchased approximately \$43.5 million of U.S. agency obligations, \$15.0 million of state and local obligations and \$218,000 of equity securities in financial institutions, which helped offset the \$4.3 million of principal repayments and \$35.2 million of calls and maturities that occurred during the nine month period. We also sold \$23.6 million of various securities at a gain of \$430,000. Excluding our short-term investments consisting of monies held primarily at the Federal Reserve for liquidity purposes, our investment portfolio for the nine month period ended September 30, 2015 yielded 2.74%, compared to 2.79% in the comparable period in 2014 on a tax equivalent basis.

During 2015, there were significant fluctuations in the yield on investments as a result of economic indicators, comments made by the Federal Reserve that have indicated a potential rise in short term rates in the near future, and turbulence in foreign markets. As a result of this volatility and as a result of loan growth the Company experienced, a portion of the cash flows from the investment portfolio were utilized to fund the loan growth and were not reinvested in the bond market. For the investment cash flows that were reinvested, we monitored the trading ranges for various investment products and limited purchases to times when yields were in the top third of the trading range. Additionally, for the purchases made, the investment strategy in 2015 has been to purchase agency securities with maturities of less than five years and high quality municipal bonds with high coupons. The Bank believes it has appropriately mitigated its interest rate risk exposure in the event of rising interest rates, if they occur. Additionally, high coupon municipal bonds have less price volatility in rising rate scenarios than similar lower coupon bonds. We believe this strategy will enable us to reinvest cash flows in the next two to five years when and if investment opportunities improve.

Management continues to monitor the earnings performance and the liquidity of the investment portfolio on a regular basis. Through active balance sheet management and analysis of the securities portfolio, the Company believes it maintains sufficient liquidity to satisfy depositor requirements and various credit needs of its customers.

Loans

The following table shows the composition of the loan portfolio as of September 30, 2015 and December 31, 2014 (dollars in thousands):

	September 30, 2015		December 31, 2014	
	Amount	%	Amount	%
Real estate:				
Residential	\$ 178,280	30.6	185,438	33.5
Commercial	197,775	33.9	190,945	34.5
Agricultural	36,156	6.2	24,639	4.4
Construction	10,159	1.7	6,353	1.1
Consumer	8,473	1.5	8,497	1.5
Other commercial and agricultural loans	64,712	11.1	58,516	10.6
State & political subdivision loans	87,454	15.0	79,717	14.4
Total loans	583,009	100.0	554,105	100.0
Less allowance for loan losses	7,045		6,815	
Net loans	\$ 575,964		\$ 547,290	

	September 30, 2015/ December 31, 2014	
	Change Amount	%
Real estate:		
Residential	\$ (7,158)	(3.9)
Commercial	6,830	3.6
Agricultural	11,517	46.7
Construction	3,806	59.9
Consumer	(24)	(0.3)
Other commercial and agricultural loans	6,196	10.6
State & political subdivision loans	7,737	9.7
Total loans	\$ 28,904	5.2

The Company's lending is focused in the north central Pennsylvania market and the southern tier of New York. The composition of our loan portfolio consists principally of retail lending, which includes single-family residential mortgages and other consumer lending, and commercial lending primarily to locally owned small businesses and area municipalities. New loans are primarily direct loans to our existing customer base, with new customers generated by referrals from real estate brokers, building contractors, attorneys, accountants, existing customers and the efforts and expertise of our business development officers.

During the first nine months of 2015, the Company experienced growth in state and political subdivision loans, which increased \$7.7 million or 9.7%, other commercial and agricultural loans, which increased \$6.2 million or 10.6%, commercial real estate, which increased \$6.8 million or 3.6%, agricultural real estate loans, which increased \$11.5 million or 46.7% and construction loans, which increased \$3.8 million, or 59.9%. We continue to experience growth in the Mill Hall branch that opened in February 2015, as loans outstanding for this branch have increased \$11.2 million in 2015. The Company attributes the increase in state and political loans, other commercial and agricultural, commercial real estate and agricultural real estate loans to the Company's experienced lenders and their ability to

identify and meet the needs of our customers while providing growth opportunities for the Company's loan portfolio. We also look at commercial relationships as a way to obtain deposits from farmers, small businesses and municipalities throughout our market area. Commercial loan demand is subject to significant competitive pressures, the yield curve, the strength of the overall national, regional and local economies. The local economy has been impacted significantly by natural gas exploration activities, which are impacted by regulations and changes in the market price of natural gas. Due to the low price for natural gas exploration activities remained curtailed. We work closely with local municipalities and school districts to meet their needs that otherwise would be provided by the municipal bond market.

Residential real estate loans decreased \$7.2 million during the first nine months of 2015. Loan demand for conforming mortgages, which the Company typically sells on the secondary market has increased in 2015 when compared to 2014. During the first nine months of 2015, \$13.5 million of loans were originated, which compares to \$8.1 million originated during the same period in 2014. It should be noted that through September 30, 2015 and 2014, that \$1.8 million and \$3.1 million, respectively, of conforming mortgages were not sold, but were instead maintained in the Bank's loan portfolio. For loans sold on the secondary market, the Company recognizes fee income for servicing these sold loans, which is included in non-interest income. Management continues to build technologies which make it easier and more efficient for customers to choose the Company for their mortgage needs.

Allowance for Loan Losses

The allowance for loan losses is maintained at a level which in management's judgment is adequate to absorb probable future loan losses inherent in the loan portfolio. The provision for loan losses is charged against current income. Loans deemed not collectable are charged-off against the allowance while subsequent recoveries increase the allowance. The following table presents an analysis of the allowance for loan losses and non-performing loans and assets as of and for the nine months ended September 30, 2015 and for the years ended December 31, 2014, 2013, 2012 and 2011 (dollars in thousands):

	September 30, 2015	2014	December 31, 2013	2012	2011
Balance					
at beginning of period	\$ 6,815	\$ 7,098	\$ 6,784	\$ 6,487	\$ 5,915
Charge-offs:					
Real estate:					
Residential	34	97	17	95	101
Commercial	56	516	62	2	29
Agricultural	-	-	-	-	-
Consumer	35	47	54	54	71
Other commercial and agricultural loans	41	250	1	21	6
Total loans charged-off	166	910	134	172	207
Recoveries:					
Real estate:					
Residential	-	-	5	-	-
Commercial	11	15	5	9	15
Agricultural	-	-	-	-	-
Consumer	25	27	33	33	57
Other commercial and agricultural loans	-	-	-	7	32
Total loans recovered	36	42	43	49	104
Net loans charged-off	130	868	91	123	103
Provision charged to expense	360	585	405	420	675
Balance at end of year	\$ 7,045	\$ 6,815	\$ 7,098	\$ 6,784	\$ 6,487
Loans outstanding at end of period	\$ 583,009	\$ 554,105	\$ 540,612	\$ 502,463	\$ 487,509
Average loans outstanding, net	\$ 567,273	\$ 540,541	\$ 516,748	\$ 496,822	\$ 474,972
Non-performing assets:					
Non-accruing loans	\$ 6,319	\$ 6,599	\$ 8,097	\$ 8,067	\$ 9,165
Accrual loans - 90 days or more past	668	836	697	506	275

due

Total non-performing loans	\$	6,987	\$	7,435	\$	8,794	\$	8,573	\$	9,440
Foreclosed assets held for sale		1,429		1,792		1,360		616		860
Total non-performing assets	\$	8,416	\$	9,227	\$	10,154	\$	9,189	\$	10,300
Annualized net charge-offs to average loans		0.03%		0.16%		0.02%		0.02%		0.02%
Allowance to total loans		1.21%		1.23%		1.31%		1.35%		1.33%
Allowance to total non-performing loans		100.83%		91.66%		80.71%		79.13%		68.72%
Non-performing loans as a percent of loans net of unearned income		1.20%		1.34%		1.63%		1.71%		1.94%
Non-performing assets as a percent of loans net of unearned income		1.44%		1.67%		1.88%		1.83%		2.11%

Management believes it uses the best information available when estimating the allowance for loan losses and that the allowance for loan losses is adequate as of September 30, 2015. However, future adjustments could be required if circumstances differ substantially from assumptions and estimates used in making the initial determination. A prolonged downturn in the economy, high unemployment rates, significant changes in the value of collateral and delays in receiving financial information from borrowers could result in increased levels of non-performing assets, charge-offs, loan loss provisions and reduction in income. Additionally, bank regulatory agencies periodically examine the Bank's allowance for loan losses. The banking agencies could require the recognition of additions to the allowance for loan losses based upon their judgment of information available to them at the time of their examination.

On a monthly basis, problem loans are identified and updated primarily using internally prepared past due reports. Based on data surrounding the collection process of each identified loan, the loan may be added or deleted from the monthly watch list. The watch list includes loans graded special mention, substandard, doubtful, and loss, as well as additional loans that management may choose to include. Watch list loans are continually monitored going forward until satisfactory conditions exist that allow management to upgrade and remove the loan. In certain cases, loans may be placed on non-accrual status or charged-off based upon management's evaluation of the borrower's ability to pay. All commercial loans, which include commercial real estate, agricultural real estate, state and political subdivision loans and other commercial loans, on non-accrual are evaluated quarterly for impairment.

The balance in the allowance for loan losses was \$7,045,000 or 1.21% of total loans as of September 30, 2015 as compared to \$6,815,000 or 1.23% of loans as of December 31, 2014. The \$230,000 increase is a result of a \$360,000 provision for the first nine months offset by net charge-offs of \$130,000. The following table shows the distribution of the allowance for loan losses and the percentage of loans compared to total loans by loan category as of September 30, 2015 and December 31, 2014, 2013, 2012 and 2011 (dollars in thousands):

	September 30				December 31					
	2015		2014		2013		2012		2011	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Real estate loans:										
Residential	\$ 913	30.6	\$ 878	33.5	\$ 946	34.6	\$ 875	35.4	\$ 805	37.7
Commercial, agricultural	3,803	40.1	3,870	38.9	4,558	39.8	4,437	38.8	4,132	37.9
Construction	17	1.7	26	1.1	50	1.7	38	2.4	15	1.7
Consumer	91	1.5	84	1.5	105	1.7	119	2.1	111	2.2
Other commercial and agricultural loans	1,445	11.1	1,224	10.6	942	10.0	728	9.5	674	9.1
State & political subdivision loans	586	15.0	545	14.4	330	12.2	271	11.8	235	11.4
Unallocated	190	N/A	188	N/A	167	N/A	316	N/A	515	N/A
Total allowance for loan losses	\$ 7,045	100.0	\$ 6,815	100.0	\$ 7,098	100.0	\$ 6,784	100.0	\$ 6,487	100.0

As a result of previous loss experiences and other risk factors utilized in determining the allowance, the Bank's allocation of the allowance does not directly correspond to the actual balances of the loan portfolio. While commercial and agricultural real estate total 40.1% of the loan portfolio, 52.2% of the allowance is assigned to this segment of the loan portfolio as these loans have more inherent risks than residential real estate or loans to state and political subdivisions.

The following table identifies amounts of loans contractually past due 30 to 89 days and non-performing loans by loan category, as well as the change from December 31, 2014 to September 30, 2015 in non-performing loans (dollars in thousands). Non-performing loans include those loans that are contractually past due 90 days or more and non-accrual loans. Interest does not accrue on non-accrual loans. Subsequent cash payments received are applied to the outstanding principal balance or recorded as interest income, depending upon management's assessment of its ultimate ability to collect principal and interest.

Edgar Filing: ETHAN ALLEN INTERIORS INC - Form DEF 14A

	September 30, 2015				December 31, 2014			
	Non-Performing Loans				Non-Performing Loans			
	30 - 89 Days		90 Days		30 - 89 Days		90 Days	
	Past Due	Past Due	Non-accrual	Total Non-Performing	Past Due	90 Days Past Due	Non-accrual	Total Non-Performing
(in thousands)	Accruing	Accruing	accrual	Performing	Accruing	Accruing	accrual	Performing
Real estate:								
Residential	\$ 1,034	\$ 409	\$ 794	\$ 1,203	\$ 1,089	\$ 346	\$ 828	\$ 1,174
Commercial	302	60	4,441	4,501	147	310	5,010	5,320
Agricultural	208	-	-	-	-	-	-	-
Consumer	41	-	52	52	75	6	47	-