

BENCHMARK ELECTRONICS INC  
Form 10-Q  
May 10, 2016

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

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**FORM 10 Q**

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

**For the quarterly period ended March 31, 2016**

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

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

**Commission File Number: 1 10560**

**BENCHMARK ELECTRONICS, INC.**

(Exact name of registrant as specified in its charter)

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|  |   |   |
|--|---|---|
|  | <b>Texas</b>  | <b>74 2211011</b>                       |
|  | (State or other jurisdiction<br>of incorporation or organization) | (I.R.S. Employer<br>Identification No.) |
|  | <b>3000 Technology Drive</b>                                      | <b>77515</b>                            |
|  | <b>Angleton, Texas</b>  | (Zip Code)                              |
|  | (Address of principal executive offices)                          |   |
|  |   |   |

**(979) 849 6550**

(Registrant's telephone number, including area code)

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

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

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

|  |  |
|--|--|
| Large accelerated filer <input checked="" type="checkbox"/>                                  | Accelerated filer <input type="checkbox"/>         |
| Non-accelerated filer <input type="checkbox"/> (Do not check if a smaller reporting company) | Smaller reporting company <input type="checkbox"/> |

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

As of May 6, 2016, there were 49,309,715 Common Shares of Benchmark Electronics, Inc., par value \$0.10 per share, outstanding.

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**PART I - FINANCIAL INFORMATION****Item 1. Financial Statements.****BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**  
**Condensed Consolidated Balance Sheets**

| <b>(in thousands, except par value)</b>   | <b>March 31,<br/>2016<br/>(unaudited)</b> | <b>December 31,<br/>2015</b> |
|---|---|------------------------------|
| <b>Assets</b>   |   |                              |
| Current assets:   |   |                              |
| Cash and cash equivalents   | \$ 519,167                                | \$ 465,995                   |
| Accounts receivable, net of allowance for doubtful accounts of \$3,314<br>and \$3,417, respectively                     | 414,184                                   | 479,140                      |
| Inventories   | 389,919                                   | 411,986                      |
| Prepaid expenses and other assets   | 37,058                                    | 31,351                       |
| Income taxes receivable   | 36  | 156                          |
| Total current assets  | 1,360,364                                 | 1,388,628                    |
| Property, plant and equipment, net of accumulated depreciation of<br>\$387,852 and \$379,088, respectively              | 173,969                                   | 178,170                      |
| Goodwill, net   | 199,469                                   | 199,290                      |
| Deferred income taxes   | 14,841                                    | 14,088                       |
| Other, net  | 110,571                                   | 113,702                      |
|   | \$ 1,859,214                              | \$ 1,893,878                 |
| <b>Liabilities and Shareholders' Equity</b>   |   |                              |
| Current liabilities:  |   |                              |
| Current installments of long-term debt and capital lease obligations  | \$ 12,306                                 | \$ 12,284                    |
| Accounts payable  | 218,237                                   | 251,163                      |
| Income taxes payable  | 5,014                                     | 5,069                        |
| Accrued liabilities   | 66,113                                    | 64,578                       |
| Total current liabilities   | 301,670                                   | 333,094                      |
| Long-term debt and capital lease obligations, less current installments   | 219,998                                   | 222,909                      |
| Other long-term liabilities   | 17,135                                    | 15,971                       |
| Shareholders' equity:   |   |                              |
| Preferred shares, \$0.10 par value; 5,000 shares authorized, none issued  | —   | —                            |
| Common shares, \$0.10 par value; 145,000 shares authorized; issued<br>and outstanding – 49,664 and 50,178, respectively | 4,966                                     | 5,018                        |
| Additional paid-in capital  | 619,994                                   | 624,997                      |
| Retained earnings   | 709,357                                   | 704,905                      |
| Accumulated other comprehensive loss  | (13,906)                                  | (13,016)                     |
| Total shareholders' equity  | 1,320,411                                 | 1,321,904                    |
| Commitments and contingencies   |   |                              |

\$ 1,859,214 \$ 1,893,878

See accompanying notes to condensed consolidated financial statements.

**BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**  
**Condensed Consolidated Statements of Income**  
**(unaudited)**

| <b>(in thousands, except per share data)</b>   | <b>Three Months Ended</b> |             |
|--|---------------------------|-------------|
|  | <b>March 31,</b>          |             |
|  | <b>2016</b>               | <b>2015</b> |
| Sales  | \$ 549,225                | \$ 620,925  |
| Cost of sales                                  | 498,915                   | 569,146     |
| Gross profit                                   | 50,310                    | 51,779      |
| Selling, general and administrative expenses   | 31,253                    | 28,202      |
| Restructuring charges and other costs          | 2,789                     | 4,869       |
| Income from operations                         | 16,268                    | 18,708      |
| Interest expense                               | (2,334)                   | (435)       |
| Interest income                                | 264                       | 432         |
| Other expense, net                             | (223)                     | (1,057)     |
| Income before income taxes                     | 13,975                    | 17,648      |
| Income tax expense                             | 2,923                     | 3,443       |
| Net income                                     | \$ 11,052                 | \$ 14,205   |
| Earnings per share:                            |                           |             |
| Basic  | \$ 0.22                   | \$ 0.27     |
| Diluted  | \$ 0.22                   | \$ 0.27     |
| Weighted-average number of shares outstanding: |                           |             |
| Basic  | 49,848                    | 52,463      |
| Diluted  | 50,287                    | 53,045      |

See accompanying notes to condensed consolidated financial statements.

**BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**  
**Condensed Consolidated Statements of Comprehensive Income**  
**(unaudited)**

| <b>(in thousands)</b>                                | <b>Three Months Ended<br/>March 31,</b> |             |
|--|---|-------------|
|  | <b>2016</b>                             | <b>2015</b> |
| Net income   | \$ 11,052                               | \$ 14,205   |
| Other comprehensive loss:                            |   |             |
| Foreign currency translation adjustments             | 1,348                                   | (3,462)     |
| Unrealized gain (loss) on investments, net of tax    | (6)                                     | 5           |
| Interest rate swap fair value adjustment, net of tax | (2,232)                                 | -           |
| Other  | -                                       | (4)         |
| Other comprehensive loss                             | (890)                                   | (3,461)     |
| Comprehensive income                                 | \$ 10,162                               | \$ 10,744   |

See accompanying notes to condensed consolidated financial statements.



**BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**  
**Condensed Consolidated Statement of Shareholders' Equity**  
**(unaudited)**

| (in thousands)                                  | Common Shares<br>Outstanding | Par<br>Value | Additional<br>Paid-in<br>Capital | Retained<br>Earnings | Accumulated<br>Other<br>Comprehensive<br>Loss | Total<br>Shareholders'<br>Equity |
|---|------------------------------|--------------|----------------------------------|----------------------|---|----------------------------------|
| Balances, December 31, 2015                     | 50,178                       | \$ 5,018     | \$ 624,997                       | \$ 704,905           | \$ (13,016)                                   | \$ 1,321,904                     |
| Stock-based compensation expense                | -                            | -            | 2,113                            | -                    | -   | 2,113                            |
| Shares repurchased and retired                  | (690)                        | (69)         | (7,536)                          | (6,600)              | -   | (14,205)                         |
| Stock options exercised                         | 47                           | 4            | 759                              | -                    | -   | 763                              |
| Vesting of restricted stock units               | 149                          | 15           | (15)                             | -                    | -   | -                                |
| Shares withheld for taxes                       | (20)                         | (2)          | (438)                            | -                    | -   | (440)                            |
| Excess tax benefits of stock-based compensation | -                            | -            | 114                              | -                    | -   | 114                              |
| Comprehensive income                            | -                            | -            | -                                | 11,052               | (890)   | 10,162                           |
| Balances, March 31, 2016                        | 49,664                       | \$ 4,966     | \$ 619,994                       | \$ 709,357           | \$ (13,906)                                   | \$ 1,320,411                     |

See accompanying notes to condensed consolidated financial statements.

**BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**  
**Condensed Consolidated Statements of Cash Flows**  
**(unaudited)**

| <b>(in thousands)</b>  | <b>Three Months Ended</b> |             |
|--|---------------------------|-------------|
|  | <b>March 31,</b>          |             |
|  | <b>2016</b>               | <b>2015</b> |
| Cash flows from operating activities:  |                           |             |
| Net income   | \$ 11,052                 | \$ 14,205   |
| Adjustments to reconcile net income to net cash provided by<br>(used in) operating activities: |                           |             |
| Depreciation   | 10,621                    | 10,933      |
| Amortization   | 3,286                     | 1,205       |
| Deferred income taxes  | 633                       | 1,818       |
| Gain on the sale of property, plant and equipment  | (93)                      | (14)        |
| Asset impairments  | 121                       | 84          |
| Stock-based compensation expense   | 2,113                     | 1,940       |
| Excess tax benefits from stock-based compensation  | (149)                     | (328)       |
| Changes in operating assets and liabilities, net of effects from<br>business acquisition:      |                           |             |
| Accounts receivable  | 65,382                    | 28,361      |
| Inventories  | 22,756                    | (26,914)    |
| Prepaid expenses and other assets  | (5,403)                   | (4,432)     |
| Accounts payable   | (31,940)                  | (32,978)    |
| Accrued liabilities  | (2,067)                   | (5,074)     |
| Income taxes   | 201                       | 289         |
| Net cash provided by (used in)<br>operations   | 76,513                    | (10,905)    |
| Cash flows from investing activities:  |                           |             |
| Proceeds from sales of investments at par  | -                         | 1           |
| Additions to property, plant and equipment   | (7,700)                   | (16,312)    |
| Proceeds from the sale of property, plant and equipment  | 130                       | 412         |
| Additions to purchased software  | (137)                     | (515)       |
| Other  | 62                        | 55          |
| Net cash used in investing activities  | (7,645)                   | (16,359)    |
| Cash flows from financing activities:  |                           |             |
| Proceeds from stock options exercised  | 763                       | 821         |
| Excess tax benefits from stock-based compensation  | 149                       | 328         |
| Principal payments on long-term debt and capital lease obligations                             | (3,078)                   | (155)       |
| Share repurchases  | (14,205)                  | (15,778)    |
| Net cash used in financing activities  | (16,371)                  | (14,784)    |
| Effect of exchange rate changes  | 675                       | (1,732)     |
| Net increase (decrease) in cash and cash equivalents   | 53,172                    | (43,780)    |
| Cash and cash equivalents at beginning of year   | 465,995                   | 427,376     |
| Cash and cash equivalents at end of period   | \$ 519,167                | \$ 383,596  |

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See accompanying notes to condensed consolidated financial statements.

**BENCHMARK ELECTRONICS, INC. AND SUBSIDIARIES**

**Notes to Condensed Consolidated Financial Statements**

**(amounts in thousands, except per share data, unless otherwise noted)**

**(unaudited)**

**Note 1 – Basis of Presentation**

Benchmark Electronics, Inc. (the Company) is a Texas corporation that provides worldwide integrated electronic manufacturing services (EMS). The Company provides services to original equipment manufacturers (OEMs) of industrial control equipment (including equipment for the aerospace and defense industries), telecommunication equipment, computers and related products for business enterprises, medical devices, and testing and instrumentation products. The Company has manufacturing operations located in the Americas, Asia and Europe.

The unaudited condensed consolidated financial statements included herein have been prepared by the Company pursuant to the rules and regulations of the Securities and Exchange Commission (the SEC). The financial statements reflect all normal and recurring adjustments necessary in the opinion of management for a fair presentation of the financial position, results of operations and cash flows for the interim periods presented. The results of operations for the periods presented are not necessarily indicative of the results to be expected for the full year. The accompanying unaudited condensed consolidated financial statements should be read in conjunction with the financial statements and notes included in the Company's annual report on Form 10-K for the year ended December 31, 2015 (the 2015 10-K).

Management has made a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosure of contingent assets and liabilities to prepare these financial statements in accordance with generally accepted accounting principles in the United States (U.S. GAAP). Actual results could differ from those estimates.

**Note 2—Acquisition**

On November 12, 2015, the Company acquired all of the outstanding common stock of Secure Communication Systems, Inc. and its subsidiaries (collectively referred to as Secure Technology or Secure) (the Secure Acquisition) for a purchase price of \$230 million subject to a working capital adjustment. Secure Technology is a leading provider of customized high-performance electronics, sub-systems, and component solutions for mission critical applications. The transaction was financed with borrowings under the Company's new term loan facility.

The preliminary allocation of the Secure Acquisition's net purchase price resulted in \$153.5 million of goodwill. The Secure acquisition deepened Benchmark's engineering capabilities and enhanced its ability to serve customers in the highly regulated industrial markets, including aerospace and defense. The goodwill recognized in connection with the

acquisition represents the future economic benefit arising from assets acquired that could not be individually identified and separately recognized and is attributable to the general reputation, acquisition synergies and expected future cash flows of the acquisition as well as the nature of Secure's products and services and its competitive position in the marketplace. The final allocation of the purchase price, which the Company expects to complete as soon as practicable, but no later than one year from the acquisition date, may differ from the amounts included in these financial statements. Management does not expect additional adjustments, if any, resulting from changes to the purchase price allocation, to have a material effect on the Company's financial position or results of operations.

The following reconciliation of the purchase price for Secure reflects the preliminary purchase price allocation (in thousands):

|   |            |
|---|------------|
| Purchase price paid   | \$ 230,504 |
| Cash acquired   | (922)      |
| Purchase price, net of cash received  | \$ 229,582 |
| Acquisition-related costs for 2016  | \$ 85      |
| Recognized amounts of identifiable assets acquired and liabilities assumed: |            |
| Cash  | \$ 922     |
| Accounts receivable   | 12,839     |
| Inventories   | 16,020     |
| Other current assets  | 1,569      |
| Property, plant and equipment   | 2,048      |
| Other assets  | 97         |
| Trade names and trademarks intangible                                       | 7,800      |
| Technology licenses intangible  | 15,500     |
| Customer relationships intangible   | 67,100     |
| Goodwill  | 153,499    |
| Current liabilities   | (16,893)   |
| Long-term debt  | (24)       |
| Other long-term liabilities   | (800)      |
| Deferred income taxes   | (29,173)   |
| Total identifiable net assets   | \$ 230,504 |

The following summary pro forma condensed consolidated financial information reflects the Secure Acquisition as if it had occurred on January 1, 2015 for purposes of the statements of income. This summary pro forma information is not necessarily representative of what the Company's results of operations would have been had this acquisition in fact occurred on January 1, and is not intended to project the Company's results of operations for any future period.

Pro forma condensed consolidated financial information for the three months ended March 31, 2015 (unaudited) (in thousands):

|            |            |
|------------|------------|
| Net sales  | \$ 647,070 |
| Net income | \$ 14,436  |

**Note 3 – Stock-Based Compensation**

The Company's 2010 Omnibus Incentive Compensation Plan (the 2010 Plan) authorizes, the Company, upon approval of the compensation committee of the Board of Directors, to grant a variety of awards, including stock options, restricted shares, restricted stock units, stock appreciation rights, performance compensation awards, phantom stock awards and deferred share units, or any combination thereof, to any director, officer, employee or consultant (including any prospective director, officer, employee or consultant) of the Company. Stock options are granted to employees with an exercise price equal to the market price of the Company's common shares on the date of grant, generally vest over a four-year period from the date of grant and have a term of ten years. Restricted shares and restricted stock units granted to employees generally vest over a four-year period from the date of grant, subject to the continued employment of the employee by the Company. Awards under the 2010 Plan to non-employee directors have been in the form of restricted stock units, which vest in equal quarterly installments over a one-year period, starting on the grant date.

As of March 31, 2016, 3.1 million additional common shares were available for issuance under the 2010 Plan.

All share-based payments to employees, including grants of employee stock options, are recognized in the financial statements based on their grant date fair values. The total compensation cost recognized for stock-based awards was \$2.1 million and \$1.9 million for the three months ended March 31, 2016 and 2015, respectively. The total income tax benefit recognized in the condensed consolidated income statement for stock-based awards was \$0.6 million and \$0.6 million for the three months ended March 31, 2016 and 2015, respectively. The compensation expense for stock-based awards includes an estimate for forfeitures and is recognized over the vesting period of the awards using the straight-line method. Cash flows from the tax benefits resulting from tax deductions in excess of the compensation cost recognized for stock-based awards (excess tax benefits) are classified as cash flows from financing activities. Awards of restricted shares, restricted stock units, and performance-based restricted stock units are valued at the closing market price of the Company's common shares on the date of grant. For performance-based restricted stock units, compensation expense is based on the probability that the performance goals will be achieved, which is monitored by management throughout the requisite service period. When it becomes probable, based on the Company's expectation of performance during the measurement period, that more or less than the previous estimate of the awarded shares will vest, an adjustment to stock-based compensation expense is recognized as a change in accounting estimate.

As of March 31, 2016, the unrecognized compensation cost and remaining weighted-average amortization period related to stock-based awards were as follows:

|   | <b>Stock<br/>Options</b> | <b>Restricted<br/>Shares</b> | <b>Restricted<br/>Stock<br/>Units</b> | <b>Performance-<br/>based<br/>Restricted<br/>Stock<br/>Units<sup>(1)</sup></b> |
|---|--------------------------|------------------------------|---------------------------------------|--|
| <b>(in thousands)</b>                             |                          |                              |                                       |  |
| Unrecognized compensation cost                    | \$ 3,616                 | \$ 1                         | \$ 11,627                             | \$ 5,852   |
| Remaining weighted-average<br>amortization period | 1.8 years                | 0.1 years                    | 2.9 years                             | 2.2 years  |

(1) Based on the probable achievement of the performance goals identified in each award.



The fair value of each option grant is estimated on the date of grant using the Black-Scholes option pricing model. The weighted-average fair value per option granted during the three months ended March 31, 2015 was \$8.76, respectively. No options were granted during the three months ended March 31, 2016. The weighted-average assumptions used to value the options granted during the three months ended March 31, 2015 were as follows (in thousands):

|                          |           |
|--------------------------|-----------|
| Options granted          | 289       |
| Expected term of options | 6.4 years |
| Expected volatility      | 35%       |
| Risk-free interest rate  | 1.886%    |
| Dividend yield           | zero      |

The expected term of the options represents the estimated period of time until exercise and is based on historical experience, giving consideration to the contractual terms, vesting schedules and expectations of future plan participant behavior. Separate groups of plan participants that have similar historical exercise behavior are considered separately for valuation purposes. Expected stock price volatility is based on the historical volatility of the Company's common shares. The risk-free interest rate is based on the U.S. Treasury zero-coupon rates in effect at the time of grant with an equivalent remaining term. The dividend yield reflects that the Company has not paid any cash dividends since inception and does not anticipate paying cash dividends in the foreseeable future.

The total cash received by the Company as a result of stock option exercises for the three months ended March 31, 2016 and 2015 was approximately \$0.8 million and \$0.8 million, respectively. The actual tax benefit realized as a result of stock option exercises and the vesting of other share-based awards during the three months ended March 31, 2016 and 2015 was \$1.5 million and \$1.6 million, respectively. For the three months ended March 31, 2016 and 2015, the total intrinsic value of stock options exercised was \$0.3 million and \$0.3 million, respectively.

The Company awarded performance-based restricted stock units to employees during the three months ended March 31, 2016 and 2015. The number of performance-based restricted stock units that will ultimately be earned will not be determined until the end of the corresponding performance periods, and may vary from as low as zero to as high as three times the target number depending on the level of achievement of certain performance goals. The level of achievement of these goals is based upon the audited financial results of the Company for the last full calendar year within the performance period. The performance goals consist of certain levels of achievement using the following financial metrics: revenue growth, operating margin expansion, and return on invested capital. If the performance goals are not met based on the Company's financial results, the applicable performance-based restricted stock units will not vest and will be forfeited. Shares subject to forfeited performance-based restricted stock units will be available for issuance under the 2010 Plan.



The following table summarizes activities relating to the Company's stock options:

| <b>(in thousands, except per share data)</b> | <b>Number of<br/>Options</b> | <b>Weighted-<br/>Average<br/>Exercise<br/>Price</b> | <b>Weighted-<br/>Average<br/>Remaining<br/>Contractual<br/>Term (Years)</b> | <b>Aggregate<br/>Intrinsic<br/>Value</b> |
|--|------------------------------|---|---|--|
| Outstanding as of December 31, 2015          | 2,580                        | \$20.49   |   |  |
| Exercised                                    | (47)                         | 15.97   |   |  |
| Forfeited or expired                         | (270)                        | 23.20   |   |  |
| Outstanding as of March 31, 2016             | 2,263                        | \$20.27   | 4.91  | \$ 7,738                                 |
| Exercisable as of March 31, 2016             | 1,789                        | \$19.79   | 3.43  | \$ 7,256                                 |

The aggregate intrinsic value in the table above is before income taxes and is calculated as the difference between the exercise price of the underlying options and the Company's closing stock price as of the last business day of the period ended March 31, 2016 for options that had exercise prices that were below the closing price.

The following table summarizes activities related to the Company's restricted shares:

| <b>(in thousands, except per share data)</b>          | <b>Number of<br/>Shares</b> | <b>Weighted-<br/>Average<br/>Grant Date<br/>Fair Value</b> |
|---|-----------------------------|--|
| Non-vested shares outstanding as of December 31, 2015 | 38                          | \$15.38  |
| Vested  | (37)                        | 15.38  |
| Non-vested shares outstanding as of March 31, 2016    | 1                           | \$14.78  |

The following table summarizes the activities related to the Company's time-based restricted stock units:

| <b>(in thousands, except per share data)</b>          | <b>Number of<br/>Units</b> | <b>Weighted-<br/>Average<br/>Grant Date<br/>Fair Value</b> |
|---|----------------------------|--|
| Non-vested awards outstanding as of December 31, 2015 | 467                        | \$21.59  |
| Granted   | 266                        | 21.64  |
| Vested  | (149)                      | 20.69  |
| Forfeited   | (8)                        | 22.61  |
| Non-vested awards outstanding as of March 31, 2016    | 576                        | \$21.83  |

The following table summarizes the activities related to the Company's performance-based restricted stock units:

| <b>(in thousands, except per share data)</b>         | <b>Number of<br/>Units</b> | <b>Weighted-<br/>Average<br/>Grant Date<br/>Fair Value</b> |
|--|----------------------------|--|
| Non-vested units outstanding as of December 31, 2015 | 306                        | \$19.77  |
| Granted <sup>(1)</sup>                               | 183                        | 21.64  |
| Forfeited or expired                                 | (98)                       | 16.91  |
| Non-vested units outstanding as of March 31, 2016    | 391                        | \$21.36  |

<sup>(1)</sup> Represents target number of units that can vest based on the achievement of the performance goals.

#### Note 4 – Earnings Per Share

Basic earnings per share is computed using the weighted-average number of shares outstanding. Diluted earnings per share is computed using the weighted-average number of shares outstanding adjusted for the incremental shares attributed to outstanding stock equivalents. Stock equivalents include common shares issuable upon the exercise of stock options and other equity instruments, and are computed using the treasury stock method. Under the treasury stock method, the exercise price of a share, the amount of compensation cost, if any, for future service that the Company has not yet recognized, and the amount of estimated excess tax benefits that would be recorded in paid-in-capital, if any, when the share is exercised are assumed to be used to repurchase shares in the current period.

The following table sets forth the calculation of basic and diluted earnings per share:

| <b>(in thousands, except per share data)</b>  | <b>Three Months Ended<br/>March 31,</b> |             |
|---|---|-------------|
|   | <b>2016</b>                             | <b>2015</b> |
| Net income  | \$ 11,052                               | \$ 14,205   |
| Denominator for basic earnings per share - weighted-average number of common shares outstanding during the period | 49,848                                  | 52,463      |
| Incremental common shares attributable to exercise of dilutive options  | 292                                     | 391         |
| Incremental common shares attributable to outstanding restricted shares and restricted stock units                | 147                                     | 191         |
| Denominator for diluted earnings per share  | 50,287                                  | 53,045      |
| Basic earnings per share  | \$0.22                                  | \$0.27      |
| Diluted earnings per share  | \$0.22                                  | \$0.27      |

Options to purchase 1.2 million and 1.0 million common shares for the three months ended March 31, 2016 and 2015, respectively, were not included in the computation of diluted earnings per share because their effect would have been anti-dilutive.



**Note 5 – Goodwill and Other Intangible Assets**

Goodwill allocated to the Company's reportable segments was as follows:

| <b>(in thousands)</b>           | <b>Americas</b> | <b>Asia</b> | <b>Total</b> |
|---------------------------------|-----------------|-------------|--------------|
| Goodwill at December 31, 2015   | \$ 161,188      | \$ 38,102   | \$ 199,290   |
| Purchase accounting adjustments | 179             | -           | 179          |
| Goodwill at March 31, 2016      | \$ 161,367      | \$ 38,102   | \$ 199,469   |

The purchase accounting adjustments in 2016 related to the Secure Acquisition were based on management's estimates resulting from review of information obtained after the acquisition that related to facts and circumstances that existed at the acquisition date. See Note 2.

Other assets consist primarily of acquired identifiable intangible assets and capitalized purchased software costs. Acquired identifiable intangible assets as of March 31, 2016 and December 31, 2015 were as follows:

| <b>(in thousands)</b>                   | <b>Gross<br/>Carrying<br/>Amount</b> | <b>Accumulated<br/>Amortization</b> | <b>Net<br/>Carrying<br/>Amount</b> |
|---|--------------------------------------|-------------------------------------|------------------------------------|
| Customer relationships                  | \$ 100,137                           | \$ (21,885)                         | \$ 78,252                          |
| Purchased software costs                | 29,911                               | (27,699)                            | 2,212                              |
| Technology licenses                     | 26,800                               | (11,253)                            | 15,547                             |
| Trade names and trademarks              | 7,800                                | -                                   | 7,800                              |
| Other                                   | 868                                  | (219)                               | 649                                |
| Other intangible assets, March 31, 2016 | \$ 165,516                           | \$ (61,056)                         | \$ 104,460                         |

| <b>(in thousands)</b>                      | <b>Gross<br/>Carrying<br/>Amount</b> | <b>Accumulated<br/>Amortization</b> | <b>Net<br/>Carrying<br/>Amount</b> |
|--|--------------------------------------|-------------------------------------|------------------------------------|
| Customer relationships                     | \$ 100,092                           | \$ (19,822)                         | \$ 80,270                          |
| Purchased software costs                   | 29,754                               | (27,394)                            | 2,360                              |
| Technology licenses                        | 26,800                               | (10,477)                            | 16,323                             |
| Trade names and trademarks                 | 7,800                                | -                                   | 7,800                              |
| Other                                      | 868                                  | (213)                               | 655                                |
| Other intangible assets, December 31, 2015 | \$ 165,314                           | \$ (57,906)                         | \$ 107,408                         |

Customer relationships are being amortized on a straight-line basis over a period of 10 to 14 years. Capitalized purchased software costs are being amortized on a straight-line basis over the estimated useful life of the related software, which ranges from 2 to 10 years. Technology licenses are amortized over their estimated useful lives in proportion to the economic benefits consumed. Amortization of intangible assets with definite lives for the three months ended March 31, 2016 and 2015 was \$3.1 million and \$1.2 million, respectively. The increase in the amortization of intangible assets reflects the impact of the Secure Acquisition. See Note 2.



The estimated future amortization expense of other intangible assets for each of the next five years is as follows (in thousands):

| <b>Year ending December 31,</b> | <b>Amount</b> |
|---------------------------------|---------------|
| 2016 (remaining nine months)    | \$ 9,965      |
| 2017                            | 10,670        |
| 2018                            | 9,813         |
| 2019                            | 9,693         |
| 2020                            | 9,170         |

### **Note 6 – Borrowing Facilities**

On November 12, 2015, the Company entered into a \$430 million Credit Agreement (the Credit Agreement) by and among Benchmark, JPMorgan Chase Bank, N.A. as administrative agent and collateral agent (the Administrative Agent), and the financial institutions acting as lenders from time to time. This Credit Agreement provides for a five-year \$200 million revolving credit facility and a five-year \$230 million term loan facility (the Term Loan), both with a maturity date of November 12, 2020. The proceeds of the \$230 million term loan facility were used to finance the purchase price of the acquisition of Secure Technology. The revolving credit facility is available for general corporate purposes, may be drawn in foreign currencies up to an amount equivalent to \$20 million, and may be used for letters of credit up to \$20 million. The Credit Agreement includes an accordion feature, pursuant to which total commitments under the facility may be increased by an additional \$150 million, subject to satisfaction of certain conditions.

The Term Loan is payable in minimum quarterly principal installments, which began on March 31, 2016, of \$2.9 million in 2016 and 2017, \$4.3 million in 2018, \$5.8 million in 2019, and \$8.6 million in 2020, with the balance payable on the maturity date.

Interest on outstanding borrowings under the Credit Agreement accrues, at our option, at (a) the adjusted London interbank offered rate as administered by the ICE Benchmark Administration (LIBO) plus 1.25% to 2.25%, or (b) the alternative base rate plus 0.25% to 1.25%, and is payable quarterly in arrears. The alternative base rate is equal to the highest of (i) the Administrative Agent's prime rate, (ii) the federal funds rate plus 0.50% and (iii) the adjusted LIBO rate plus 1.00%. The margin on the interest rates fluctuates based upon the ratio of Benchmark's debt to its consolidated EBITDA (the Total Leverage Ratio). As of March 31, 2016, \$170.3 million of the outstanding debt under the Credit Agreement was effectively at a fixed interest rate as a result of a \$170.3 million notional interest rate swap contract discussed in Note 14. A commitment fee of 0.30% to 0.40% per annum (based on the Total Leverage Ratio) on the unused portion of the revolving credit line is payable quarterly in arrears.

The Credit Agreement is generally secured by a pledge of (a) all the capital stock of Benchmark's domestic subsidiaries and 65% of the capital stock of Benchmark's directly owned foreign subsidiaries, (b) any indebtedness owed to Benchmark and its subsidiaries and (c) all or substantially all other personal property of Benchmark and its



domestic subsidiaries (including, accounts receivable, inventory and fixed assets of Benchmark and its domestic subsidiaries), in each case, subject to customary exceptions and limitations. The Credit Agreement contains financial covenants as to debt leverage and interest coverage, and certain customary affirmative and negative covenants, including restrictions on our ability to incur additional debt and liens, pay dividends, repurchase shares, sell assets and merge or consolidate with other persons. Amounts due under the Credit Agreement may be accelerated upon specified events of default, including a failure to pay amounts due, breach of a covenant, material inaccuracy of a representation, or occurrence of bankruptcy or insolvency, subject, in some cases, to cure periods. As of March 31, 2016 and December 31, 2015, the Company was in compliance with all of these covenants and restrictions.

As of March 31, 2016, the Company had \$227.1 million in borrowings outstanding under the Term Loan facility and \$1.6 million in letters of credit outstanding under the revolving credit facility. The Company has \$198.4 million available for future borrowings under the revolving credit facility.

The Company's Thailand subsidiary has a multi-purpose credit facility with Kasikornbank Public Company Limited (the Thai Credit Facility) that provides for 350 million Thai baht working capital availability. The Thai Credit Facility is secured by land and buildings in Thailand owned by the Company's Thailand subsidiary. Availability of funds under the Thai Credit Facility is reviewed annually and is currently accessible through October 2016. As of both March 31, 2016 and 2015, there were no working capital borrowings outstanding under the facility.

The aggregate maturities of long-term debt and capital lease obligations for each of the five years subsequent to March 31, 2016 are as follows: 2016, \$9.2 million; 2017, \$12.4 million; 2018, \$18.3 million; 2019, \$24.2 million; and 2020, \$168.1 million.

#### Note 7 – Inventories

Inventory costs are summarized as follows:

| <b>(in thousands)</b> | <b>March 31,<br/>2016</b> | <b>December 31,<br/>2015</b> |
|-----------------------|---------------------------|------------------------------|
| Raw materials         | \$ 264,982                | \$ 276,470                   |
| Work in process       | 89,352                    | 86,475                       |
| Finished goods        | 35,585                    | 49,041                       |
|                       | <b>\$ 389,919</b>         | <b>\$ 411,986</b>            |

#### Note 8 – Income Taxes

Income tax expense consists of the following:

| <b>(in thousands)</b> | <b>Three Months Ended<br/>March 31,</b> |                 |
|-----------------------|---|-----------------|
|                       | <b>2016</b>                             | <b>2015</b>     |
| Federal – current     | \$ 815                                  | \$ 127          |
| Foreign – current     | 1,375                                   | 1,421           |
| State – current       | 100                                     | 77              |
| Deferred              | 633                                     | 1,818           |
|                       | <b>\$ 2,923</b>                         | <b>\$ 3,443</b> |

Income tax expense differs from the amount computed by applying the U.S. federal statutory income tax rate to income before income tax primarily due to the mix of taxable income by taxing jurisdiction, the impact of tax incentives and tax holidays in foreign locations, and state income taxes (net of federal benefit).

The Company considers earnings from foreign subsidiaries to be indefinitely reinvested and, accordingly, no provision for U.S. federal and state income taxes has been made for these earnings. Upon distribution of foreign subsidiary earnings in the form of dividends or otherwise, such distributed earnings would be subject to U.S. income taxes and foreign withholding taxes, reduced by any applicable foreign tax credits. Determination of the amount of any unrecognized deferred tax liability on these undistributed earnings is not practicable.

The Company has been granted certain tax incentives, including tax holidays, for its subsidiaries in Malaysia and Thailand that will expire at various dates, unless extended or otherwise renegotiated, through 2025 in Malaysia and 2028 in Thailand, and are subject to certain conditions with which the Company expects to comply. The net impact of these tax incentives was to lower income tax expense for the three months ended March 31, 2016 and 2015 by approximately \$0.9 million (approximately 0.02 per diluted share) and \$1.7 million (approximately \$0.03 per diluted share), respectively, as follows:

| (in thousands) | Three Months Ended<br>March 31, |          |
|----------------|---------------------------------|----------|
|                | 2016                            | 2015     |
| China          | \$ -                            | \$ 353   |
| Malaysia       | 367                             | 419      |
| Thailand       | 560                             | 962      |
|                | \$ 927                          | \$ 1,734 |

The Company's Chinese subsidiary had a tax incentive that expired in December 2015 and expects to submit an application for a new tax incentive in China during the second half of 2016.

As of March 31, 2016, the total amount of the reserve for uncertain tax benefits including interest and penalties was \$16.6 million. The reserve is classified as a current or long-term liability in the condensed consolidated balance sheets based on the Company's expectation of when the items will be settled. The amount of accrued potential interest and penalties, respectively, on unrecognized tax benefits included in the reserve as of March 31, 2016, was \$1.7 million and \$1.6 million. No material changes affected the reserve during the three months ended March 31, 2016.

The Company and its subsidiaries in Brazil, China, Ireland, Luxembourg, Malaysia, Mexico, the Netherlands, Romania, Singapore, Thailand and the United States remain open to examination by the various local taxing authorities, in total or in part, for fiscal years 2004 to 2015.

The Company is subject to examination by tax authorities for varying periods in various U.S. and foreign tax jurisdictions. Currently, the Company does not have any ongoing Internal Revenue Service income tax audits. During the course of such examinations, disputes may occur as to matters of fact or law. Also, in most tax jurisdictions, the passage of time without examination will result in the expiration of applicable statutes of limitations thereby precluding examination of the tax period(s) for which such statute of limitation has expired. The Company believes that it has adequately provided for its tax liabilities.

**Note 9 – Segment and Geographic Information**

The Company currently has manufacturing facilities in the United States, Mexico, Asia and Europe to serve its customers. The Company is operated and managed geographically, and management evaluates performance and allocates the Company's resources on a geographic basis. Intersegment sales are generally recorded at prices that approximate arm's length transactions. Operating segments' measure of profitability is based on income from operations. The accounting policies for the reportable operating segments are the same as for the Company taken as a whole. The Company has three reportable operating segments: the Americas, Asia, and Europe. Information about operating segments is as follows:

| <b>(in thousands)</b>                   | <b>Three Months Ended</b> |                     |
|---|---------------------------|---------------------|
|   | <b>March 31,</b>          |                     |
|   | <b>2016</b>               | <b>2015</b>         |
| Net sales:                              |                           |                     |
| Americas                                | \$ 352,814                | \$ 380,982          |
| Asia                                    | 173,370                   | 230,220             |
| Europe                                  | 42,015                    | 35,699              |
| Elimination of intersegment sales       | (18,974)                  | (25,976)            |
|   | \$ 549,225                | \$ 620,925          |
| Depreciation and amortization:          |                           |                     |
| Americas                                | \$ 5,766                  | \$ 5,895            |
| Asia                                    | 4,120                     | 4,470               |
| Europe                                  | 704                       | 646                 |
| Corporate                               | 3,317                     | 1,127               |
|   | \$ 13,907                 | \$ 12,138           |
| Income from operations:                 |                           |                     |
| Americas                                | \$ 18,045                 | \$ 12,489           |
| Asia                                    | 10,892                    | 16,185              |
| Europe                                  | 2,952                     | 1,472               |
| Corporate and intersegment eliminations | (15,621)                  | (11,438)            |
|   | \$ 16,268                 | \$ 18,708           |
| Capital expenditures:                   |                           |                     |
| Americas                                | \$ 4,209                  | \$ 6,928            |
| Asia                                    | 3,109                     | 7,890               |
| Europe                                  | 181                       | 1,639               |
| Corporate                               | 338                       | 370                 |
|   | \$ 7,837                  | \$ 16,827           |
|   | <b>March 31,</b>          | <b>December 31,</b> |
|   | <b>2016</b>               | <b>2015</b>         |
| Total assets:                           |                           |                     |
| Americas                                | \$ 808,816                | \$ 867,858          |
| Asia                                    | 619,503                   | 604,554             |
| Europe                                  | 315,713                   | 305,833             |

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|                     |              |              |
|---------------------|--------------|--------------|
| Corporate and other | 115,182      | 115,633      |
|                     | \$ 1,859,214 | \$ 1,893,878 |

Geographic net sales information reflects the destination of the product shipped. Long-lived assets information is based upon the physical location of the asset.

| (in thousands)        | Three Months Ended<br>March 31, |              |
|-----------------------|---------------------------------|--------------|
|                       | 2016                            | 2015         |
| Geographic net sales: |                                 |              |
| United States         | \$ 384,988                      | \$ 447,325   |
| Asia                  | 71,462                          | 82,391       |
| Europe                | 64,944                          | 52,707       |
| Other foreign         | 27,831                          | 38,502       |
|                       | \$ 549,225                      | \$ 620,925   |
|                       |                                 |              |
|                       | March 31,                       | December 31, |
|                       | 2016                            | 2015         |
| Long-lived assets:    |                                 |              |
| United States         | \$ 169,870                      | \$ 172,958   |
| Asia                  | 75,028                          | 77,237       |
| Europe                | 9,384                           | 9,704        |
| Other foreign         | 29,337                          | 31,046       |
|                       | \$ 283,619                      | \$ 290,945   |

#### Note 10 – Supplemental Cash Flow Information

The following is additional information concerning supplemental disclosures of cash payments.

| (in thousands)         | Three Months Ended<br>March 31, |          |
|------------------------|---------------------------------|----------|
|                        | 2016                            | 2015     |
| Income taxes paid, net | \$ 2,117                        | \$ 1,404 |
| Interest paid          | 2,731                           | 401      |

#### Note 11 – Contingencies

The Company is involved in various legal actions arising in the ordinary course of business. In the opinion of management, the ultimate disposition of these matters will not have a material adverse effect on the Company's consolidated financial position or results of operations.

#### Note 12 – Impact of Recently Enacted Accounting Standards

In March 2016, the Financial Accounting Standards Board (FASB) issued a new accounting standard update intended to simplify several aspects of the accounting for share-based payment transactions including: income tax consequences, classification of awards as either equity or liabilities and classification on the statement of cash flows. Specifically, the update requires that excess tax benefits and tax deficiencies (the difference between the deduction for tax purposes and the compensation cost recognized for financial reporting purposes) be recognized as income tax expense or benefit in the Consolidated Statement of Income, introducing a new element of volatility to the provision for income taxes. This update is effective for fiscal years beginning after December 15, 2016. Early adoption is

permitted. The application of the amendments requires various transition methods depending on the specific item. The Company is currently evaluating the impact this standard will have on its consolidated financial statements and related disclosures.

In February 2016, the FASB issued a new accounting standards update changing the accounting for leases



and including a requirement to record all leases on the consolidated balance sheets as assets and liabilities. This update is effective for fiscal years beginning after December 15, 2018. The Company will adopt this update effective January 1, 2019. The adoption of this standard will impact the Company's consolidated balance sheet. The Company is currently evaluating the impact this standard will have on its consolidated financial statements and related disclosures.

In July 2015, the FASB issued an accounting standards update, which applies to inventory that is measured using first-in, first-out or average cost, with new guidance on simplifying the measurement of inventory. Inventory within the scope of this update is required to be measured at the lower of its cost or net realizable value, with net realizable value being the estimated selling price in the ordinary course of business, less reasonably predictable costs of completion, disposal, and transportation. The standards update is effective prospectively for fiscal years and interim periods beginning after December 15, 2016, with early adoption permitted. The Company is currently evaluating the impact this standard will have on its consolidated financial statements.

In May 2014, the FASB issued a new standard that will supersede most of the existing revenue recognition requirements in current U.S. GAAP. The new standard will require companies to recognize revenue in an amount reflecting the consideration to which they expect to be entitled in exchange for transferring goods or services to a customer. The new standard will also require significantly expanded disclosures regarding the qualitative and quantitative information of the nature, amount, timing and uncertainty of revenue and cash flows arising from contracts with customers. The new standard will permit the use of either the retrospective or cumulative effect transition method, with early application not permitted. In July 2015, the FASB deferred the effective date of the new revenue standard. As a result, the Company will be required to adopt the new standard as of January 1, 2018. Early adoption is permitted to the original effective date of January 1, 2017. The Company is currently evaluating the impact the pronouncement will have on its consolidated financial statements and related disclosures and has not yet selected a transition method. As the new standard will supersede all existing revenue guidance affecting the Company under U.S. GAAP, it could impact revenue and cost recognition on contracts across all its business segments, in addition to its business processes and information technology systems. As a result, the Company's evaluation of the effect of the new standard will likely extend over several future periods.

The Company has determined that no other recently issued accounting standards will have a material impact on its consolidated financial position, results of operations and cash flows, or will not apply to its operations.

### **Note 13 – Restructuring Charges**

The Company has undertaken initiatives to restructure its business operations to improve utilization and realize cost savings. These initiatives have included changing the number and location of production facilities, largely to align capacity and infrastructure with current and anticipated customer demand. This alignment includes transferring programs from higher cost geographies to lower cost geographies. The process of restructuring entails moving production between facilities, reducing staff levels, realigning our business processes, reorganizing our management and other activities.

The Company recognized restructuring charges during 2016 and 2015 primarily related to the closure of facilities in the Americas, capacity reduction and reductions in workforce in certain facilities across various regions.

The following table summarizes the 2016 activity in the accrued restructuring balances related to the restructuring activities initiated prior to March 31, 2016:

| (in thousands)                  | Balance as of<br>December 31,<br>2015 | Restructuring<br>Charges | Cash<br>Payment | Foreign<br>Exchange<br>Adjustments | Balance as of<br>March 31,<br>2016 |
|---------------------------------|---------------------------------------|--------------------------|-----------------|------------------------------------|------------------------------------|
| 2016 Restructuring:             |                                       |                          |                 |                                    |                                    |
| Severance                       | \$ -                                  | \$ 1,403                 | \$ (1,403)      | \$ -                               | \$ -                               |
| Other exit costs                | -                                     | 459                      | (459)           | -                                  | -                                  |
|                                 | -                                     | 1,862                    | (1,862)         | -                                  | -                                  |
| 2015 Restructuring:             |                                       |                          |                 |                                    |                                    |
| Severance                       | 222                                   | -                        | (151)           | 3                                  | 74                                 |
| Leased facilities and equipment | 928                                   | -                        | (516)           | -                                  | 412                                |
| Other exit costs                | 186                                   | (22)                     | (164)           | -                                  | -                                  |
|                                 | 1,336                                 | (22)                     | (831)           | 3                                  | 486                                |
| Total                           | \$ 1,336                              | \$ 1,840                 | \$ (2,693)      | \$ 3                               | \$ 486                             |

#### Note 14 – Fair Value

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. A three-tier fair value hierarchy of inputs is employed to determine fair value measurements. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets and liabilities. Level 2 inputs are observable prices that are not quoted on active exchanges, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; and model-derived valuations whose inputs are observable or whose significant value drivers are observable. Level 3 inputs are unobservable inputs employed for measuring the fair value of assets or liabilities. This hierarchy requires the Company to use observable market data, when available, and to minimize the use of unobservable inputs when determining fair value.

The Company's financial instruments include cash equivalents, accounts and other receivables, accounts payable, accrued liabilities and long-term debt and capital lease obligations. The Company believes that the carrying values of these instruments approximate fair value. As of March 31, 2016, the Company's long-term investments and derivative instruments were recorded at fair value using Level 3 inputs. The Company uses derivative instruments to manage the variability of foreign currency obligations and interest rates. The Company does not enter into derivatives for speculative purposes.

The forward currency exchange contracts in place as of March 31, 2016 have not been designated as accounting hedges and, therefore, changes in fair value are recorded within the Condensed Consolidated Statements of Income.

The Company has an interest rate swap agreement with a notional amount of \$170.3 million and \$172.5 million as of March 31, 2016 and December 31, 2015, respectively, to hedge a portion of its interest rate exposure on the outstanding borrowings under the Credit Agreement. Under this interest rate swap agreement, the Company receives variable rate interest rate payments based on the one-month LIBOR rate and pays fixed rate interest payments. The fixed interest rate for the contract is 1.4935%. The effect of this swap is to convert a portion of the Company's floating rate interest expense to fixed interest rate expense. Based on the terms of the interest rate swap contract and the underlying borrowings outstanding under the Credit Agreement, the interest rate contract was determined to be effective, and thus qualifies and has been

designated as a cash flow hedge. As such, changes in the fair value of the interest rate swap are recorded in other comprehensive income on the accompanying Condensed Consolidated Balance Sheets until earnings are affected by the variability of cash flows. The fair value of the interest rate swap was a \$3.6 million liability as of March 31, 2016 and \$0 as of December 31, 2015, which was its effective date. During the three months ended March 31, 2016, the Company recorded unrealized losses of \$3.6 million (\$2.2 million net of tax) on the swap. See Note 15.

### Note 15 – Accumulated Other Comprehensive Loss

The changes in accumulated other comprehensive loss by component were as follows:

| (in thousands)                                    | Foreign<br>currency<br>translation<br>adjustments | Derivative<br>instruments,<br>net of tax | Unrealized<br>loss on<br>investments,<br>net of tax | Other  | Total      |
|---|---|--|---|--------|------------|
| Balances, December 31, 2015                       | \$ (13,079)                                       | \$ —                                     | \$ (95)   | \$ 158 | \$(13,016) |
| Other comprehensive loss before reclassifications | 1,348   | (2,232)                                  | (6)   | —      | (890)      |
| Net current period other comprehensive loss       | 1,348   | (2,232)                                  | (6)   | —      | (890)      |
| Balances, March 31, 2016                          | \$ (11,731)                                       | \$ (2,232)                               | \$ (101)  | \$ 158 | \$(13,906) |

See Note 14 for further explanation of the change in derivative instruments that is recorded to Accumulated Other Comprehensive Loss.

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

*This quarterly report (this Report) contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended and Section 21E of the Securities Exchange Act of 1934, as amended (the Exchange Act). These forward-looking statements are identified as any statement that does not relate strictly to historical or current facts and include words such as “anticipate,” “believe,” “intend,” “plan,” “projection,” “forecast,” “strategy,” “position,” “continue,” “estimate,” “expect,” “may,” “will,” or the negative or other variations thereof. In particular, statements, whether express or implied, concerning future operating results or the ability to generate sales, income or cash flow are forward-looking statements. Undue reliance should not be placed on any forward-looking statements. Forward-looking statements are not guarantees of performance. They involve risks, uncertainties and assumptions that are beyond our ability to control or predict, including those discussed under Part II, Item 1A of this Report and in Part I, Item 1A of the 2015 10-K. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual outcomes, including the future results of our operations, may vary materially from those indicated. The following discussion should be read in conjunction with the Condensed Consolidated Financial Statements and accompanying notes, and the 2015 10-K.*

## **OVERVIEW**

We are a worldwide provider of integrated manufacturing, design and engineering services and product life cycle solutions. In this Report, references to Benchmark or the Company or use of the words “we”, “our” and “us” include the subsidiaries of Benchmark unless otherwise noted.

We provide our services to OEMs of industrial equipment (including equipment for the aerospace and defense industries), telecommunication equipment, computers and related products for business enterprises, medical devices, and test and instrumentation products.

We offer comprehensive and integrated design and manufacturing services and solutions—from initial

product concept to volume production including direct order fulfillment and post-deployment services. Our operations comprise three principal areas:

- *Manufacturing and assembly operations*, which include printed circuit board assemblies (PCBAs) and subsystem assembly, box build and systems integration. Systems integration is often building a finished assembly that includes PCBAs, complex subsystem assemblies, mechatronics, displays, optics, and other components. These final products may be configured to order and delivered directly to the end customer across all the industries we serve.
- *Precision technology manufacturing*, which complements our electronic manufacturing expertise by providing further vertical integration of critical mechanical components. These capabilities include precision machining, advanced metal joining, assembly and functional testing primarily for customers in the medical, aerospace, and test & instrumentation markets (which include semiconductor capital equipment).
- *Specialized engineering services and solutions*, which includes product design for electronic systems, sub-systems, and components, printed circuit board layout, prototyping, automation and test development. We provide these services across all the industries we serve, but lead with engineering to manufacturing solutions primarily in regulated industries such as medical, complex industrials, aerospace and defense.

As part of our long-term strategy to expand into higher-value markets, on November 12, 2015, we acquired Secure Technology, a leading provider of customized high-performance electronics, sub-systems, and component solutions for mission critical applications, for a purchase price of \$230 million. The purchase price represented approximately 8.5 times estimated 2016 earnings before interest, taxes, depreciation and amortization of the acquired entity. In addition, Secure has consistently generated gross margins in excess of 30% and increased their revenues at a compound annual growth rate of greater than 10% since 2012. This acquisition deepened Benchmark's engineering capabilities and enhanced its ability to serve customers in the highly regulated industrial markets, including aerospace and defense.

Our core strength lies in our ability to provide concept-to-production solutions in support of our customers. Our global manufacturing presence increases our ability to respond to our customers' needs by providing accelerated time-to-market and time-to-volume production of high-quality products – especially for complex products with lower volume and higher mix in regulated markets. These capabilities enable us to build strong strategic relationships with our customers and to become an integral part of their operations.

Our customers often face challenges in designing supply chains, planning demand, procuring materials and managing their inventories efficiently due to fluctuations in their customer demand, product design changes, short product life cycles and component price fluctuations. We employ enterprise resource planning (ERP) systems and lean manufacturing principles to manage the procurement and manufacturing processes in an efficient and cost-effective manner so that, where possible, components arrive on a just-in-time, as-and-when-needed basis. We are a significant purchaser of electronic components and other raw materials and can capitalize on the economies of scale associated with our relationships with suppliers to negotiate price discounts, obtain components and other raw materials that are in short supply, and return excess components. Our agility and expertise in supply chain management and our

relationships with suppliers across the supply chain enable us to help reduce our customers' cost of goods sold and inventory exposure.

We recognize revenue from the sale of manufactured products built to customer specifications and excess inventory when title and risk of ownership have passed, the price to the buyer is fixed or determinable and recoverability is reasonably assured, which generally is when the goods are shipped. Revenue from design, development and engineering services is recognized when the services are performed and collectibility is



reasonably certain. Such services provided under fixed price contracts are accounted for using the percentage-of-completion method. We generally assume no significant obligations after shipment as we typically warrant workmanship only. Therefore, our warranty provisions are generally not significant.

## 2016 Highlights

Sales for the three months ended March 31, 2016 decreased 12% to \$549.2 million compared to \$620.9 million for 2015. During 2016, sales to customers in our various industry sectors fluctuated from the comparable 2015 period as follows:

- Industrials increased by 7%,
- Telecommunications decreased by 39%,
- Computing decreased by 18%,
- Medical increased by 2%, and
- Test & Instrumentation decreased by 2%.

A significant portion of the overall decrease in sales resulted from a decrease in Telecommunications revenue primarily related to product lifecycle transitions at one of our top customers and many of our Telecommunications customers experiencing order declines related to broader demand weakness associated with reduced infrastructure spending. In addition, Computing revenue declined due to lower demand from many of our computing customers.

Our sales depend on the success of our customers, some of which operate in businesses associated with rapid technological change and consequent product obsolescence. Developments adverse to our major customers or their products, or the failure of a major customer to pay for components or services, can adversely affect us. A substantial percentage of our sales are made to a small number of customers, and the loss of a major customer, if not replaced, would adversely affect us. Sales to our ten largest customers represented 43% and 47% of our sales in the three months ended March 31, 2016 and 2015, respectively. We had no customers that represented 10% or more of our sales in the first quarter of 2016 or 2015.

We experience fluctuations in gross profit from period to period. Different programs contribute different gross profits depending on factors such as the types of services involved, location of production, size of the program, complexity of the product and level of material costs associated with the various products. Moreover, new programs can contribute relatively less to our gross profit in their early stages when manufacturing volumes are usually lower, resulting in inefficiencies and unabsorbed manufacturing overhead costs. In addition, a number of our new and higher volume programs remain subject to competitive constraints that could exert downward pressure on our margins. During

periods of low production volume, we generally have idle capacity and reduced gross profit.

We have undertaken initiatives to restructure our business operations with the intention of improving utilization and realizing cost savings. During the first three months of 2016, we recognized \$1.8 million of restructuring charges and \$0.1 million of integration costs, primarily related to the closing of certain facilities in the Americas. In addition, we recognized \$0.9 million of costs in connection with the proxy contest relating to our 2016 annual meeting of shareholders.

**RESULTS OF OPERATIONS**

The following table presents the percentage relationship that certain items in our Condensed Consolidated Statements of Income bear to sales for the periods indicated. The financial information and the discussion below should be read in conjunction with the Condensed Consolidated Financial Statements and Notes thereto in Item 1 of this Report. For ease of reference, we refer to the first quarter of 2016 below simply as “2016” and the first quarter of 2015 simply as “2015”.

|  | <b>Three Months Ended</b> |             |
|--|---------------------------|-------------|
|  | <b>March 31,</b>          |             |
|  | <b>2016</b>               | <b>2015</b> |
| Sales  | 100.0%                    | 100.0%      |
| Cost of sales                                | 90.8                      | 91.7        |
| Gross profit                                 | 9.2                       | 8.3         |
| Selling, general and administrative expenses | 5.7                       | 4.5         |
| Restructuring charges and other costs        | 0.5                       | 0.8         |
| Income from operations                       | 3.0                       | 3.0         |
| Other income (expense), net                  | (0.4)                     | (0.2)       |
| Income before income taxes                   | 2.5                       | 2.8         |
| Income tax expense                           | 0.5                       | 0.5         |
| Net income                                   | 2.0%                      | 2.3%        |

**Sales**

Sales for 2016 were \$549.2 million, a 12% decrease from sales of \$620.9 million in 2015. The following table sets forth, for the periods indicated, the percentages of our sales by industry sector.

|   | <b>Three Months Ended</b> |             |
|---|---------------------------|-------------|
|   | <b>March 31,</b>          |             |
|   | <b>2016</b>               | <b>2015</b> |
| Industrials (including aerospace and defense) | 39%                       | 32%         |
| Telecommunications                            | 18                        | 27          |
| Computing                                     | 18                        | 19          |
| Medical                                       | 15                        | 13          |
| Testing & instrumentation                     | 10                        | 9           |
|   | 100%                      | 100%        |

**Industrials.** 2016 sales increased 7% to \$213.1 million from \$199.0 million in 2015 primarily as a result of new programs from both new and existing customers.

**Telecommunications.** 2016 sales decreased 39% to \$101.8 million from \$166.3 million in 2015 related to product lifecycle transitions at one of our top customers as well as many of our Telecommunications customers experiencing order declines related to broader demand weakness associated with reduced infrastructure spending.

**Computing.** 2016 sales decreased 18% to \$98.4 million from \$119.6 million in 2015. The decrease is primarily due to lower demand from many of our computing customers.

**Medical.** 2016 sales increased 2% to \$82.5 million from \$81.3 million in 2015.

**Testing & Instrumentation.** 2016 sales decreased 2% to \$53.4 million from \$54.7 million in 2015.

Our international operations are subject to the risks of doing business abroad. See Part I, Item 1A of our 2015 10-K for factors pertaining to our international sales and fluctuations in the exchange rates of foreign currency and for further discussion of potential adverse effects in operating results associated with the risks of doing business abroad. During 2016 and 2015, 50% and 53%, respectively, of our sales were from international operations.

### **Gross Profit**

Gross profit decreased 3% to \$50.3 million for 2016 from \$51.8 million in 2015. Our 2016 gross profit as a percentage of sales increased to 9.2% from 8.3% in 2015 primarily due to benefits from our increased higher-value market revenue base and ongoing operational excellence initiatives offset by decreased utilization associated with lower sales volumes. We experience fluctuations in gross profit from period to period.

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

SG&A increased 11% to \$31.3 million in 2016 from \$28.2 million in 2015 primarily related to the Secure Acquisition. SG&A, as a percentage of sales, increased to 5.7% in 2016 from 4.5% in 2015. The increase in SG&A as a percentage of sales related primarily to the decreased sales volumes.

### **Restructuring Charges and Other Costs**

During 2016, we recognized \$2.8 million of restructuring charges and other costs, primarily related to reductions in workforce in certain facilities across various regions and costs associated with the proxy contest relating to our 2016 annual meeting of shareholders. We expect to incur an additional \$2.6 to \$4.1 million in the second quarter of 2016 in connection with the proxy contest. In 2015, we recognized \$4.9 million of restructuring charges and other costs, primarily related to the closure of certain facilities in the Americas. See Note 13 to the Condensed Consolidated Financial Statements in Item 1 of this Report.

### **Interest Expense**

Interest expense increased to \$2.3 million in 2016 from \$0.4 million in 2015 due to the additional debt incurred in connection with the Secure Acquisition.

### **Income Tax Expense**

Income tax expense of \$2.9 million represented an effective tax rate of 20.9% for 2016, compared with \$3.4 million for 2015, which represented an effective tax rate of 19.5%. The increase in the effective tax rate was primarily a result of the China tax incentive that expired in December 2015.

We have been granted certain tax incentives, including tax holidays, for our subsidiaries in Malaysia and Thailand that will expire at various dates, unless extended or otherwise renegotiated, through 2025 in Malaysia, and 2028 in Thailand. See Note 8 to the Condensed Consolidated Financial Statements in Item 1 of this report.

### **Net Income**

We reported net income of \$11.1 million, or diluted earnings per share of \$0.22 for 2016, compared with net income of \$14.2 million, or diluted earnings per share of \$0.27 for 2015. The net decrease of \$3.1 million from 2015 was due to the factors discussed above.

## LIQUIDITY AND CAPITAL RESOURCES

We have historically financed our organic growth and operations through funds generated from operations. In connection with the Secure Acquisition in 2015, we borrowed \$230.0 million under the Term Loan facility to finance the purchase price of the acquisition. Cash and cash equivalents totaled \$519.2 million at March 31, 2016 and \$466.0 million at December 31, 2015, of which \$476.9 million at March 31, 2016 and \$424.0 million at December 31, 2015 was held outside the U.S. in various foreign subsidiaries. Substantially all of the amounts held outside of the U.S. are intended to be permanently reinvested in foreign operations. Under current tax laws and regulations, if cash and cash equivalents held outside the U.S. were to be distributed to the U.S. in the form of dividends or otherwise, we would be subject to additional U.S. income taxes and foreign withholding taxes, reduced by any applicable foreign tax credits.

Cash provided by operating activities was \$76.5 million for 2016 and consisted primarily of \$11.1 million of net income adjusted for \$13.9 million of depreciation and amortization, a \$65.4 million decrease in accounts receivable, a \$22.8 million decrease in inventories offset by a \$31.9 million decrease in accounts payable. The decrease in accounts receivable and inventories was primarily driven by the decrease in sales from the fourth quarter of 2015 to the first quarter of 2016. The decrease in accounts payable is primarily related to purchases of inventories. Working capital was \$1.1 billion at both March 31, 2016 and December 31, 2015.

We are continuing the practice of purchasing components only after customer orders or forecasts are received, which mitigates, but does not eliminate, the risk of loss on inventories. Supplies of electronic components and other materials used in operations are subject to industry-wide shortages. In certain instances, suppliers may allocate available quantities to us. If shortages of these components and other material supplies used in operations occur, vendors may not ship the quantities we need for production, and we may be forced to delay shipments, which would increase backorders and impact cash flows.

Cash used in investing activities was \$7.6 million for 2016 primarily due to purchases of additional property, plant and equipment totaling \$7.7 million. These purchases were primarily for machinery and equipment in the Americas and Asia.

Cash used in financing activities was \$16.4 million for 2016. Share repurchases totaled \$14.2 million, principal payments on long-term debt totaled \$3.1 million, and we received \$0.8 million from the exercise of stock options.

Under the terms of the Credit Agreement, in addition to the Term Loan Facility, we have a \$200.0 million five-year revolving credit facility to be used for general corporate purposes with a maturity date of November 12, 2020. The Credit Agreement includes an accordion feature pursuant to which total commitments under the facility may be increased by an additional \$150.0 million, subject to satisfaction of certain conditions. As of March 31, 2016, we had \$227.1 million in borrowings outstanding under the Term Loan Facility and \$1.6 million in letters of credit outstanding under the revolving credit facility. We have \$198.4 million available for future borrowings under the revolving credit facility. See Note 6 to the Condensed Consolidated Financial Statements included in Item 1 of this



Report for more information regarding the terms of the Credit Agreement.

Our operations, and the operations of businesses we acquire, are subject to certain foreign, federal, state and local regulatory requirements relating to environmental, waste management, health and safety matters. We believe we operate in substantial compliance with all applicable requirements and we seek to ensure that newly acquired businesses comply or will comply substantially with applicable requirements. To date, the costs of compliance and workplace and environmental remediation have not been material to us. However, material costs and liabilities may arise from these requirements or from new, modified or more

stringent requirements in the future. In addition, our past, current and future operations, and the operations of businesses we have or may acquire, may give rise to claims of exposure by employees or the public, or to other claims or liabilities relating to environmental, waste management or health and safety concerns.

As of March 31, 2016, we had cash and cash equivalents totaling \$519.2 million and \$198.4 million available for borrowings under the Credit Agreement. During the next 12 months, we believe our capital expenditures will be approximately \$40 million, principally for machinery and equipment to support our ongoing business around the globe.

In December 2014 and again in December 2015, our Board of Directors approved the repurchase of up to \$100.0 million of our outstanding common shares. As of March 31, 2016, we had \$120.5 million remaining under the repurchase programs to purchase additional shares. We are under no commitment or obligation to repurchase any particular amount of common shares. Management believes that our existing cash balances and funds generated from operations will be sufficient to permit us to meet our liquidity requirements over the next 12 months. Management further believes that our ongoing cash flows from operations and any borrowings we may incur under our revolving credit facility will enable us to meet operating cash requirements in future years. Should we desire to consummate significant acquisition opportunities, our capital needs would increase and could possibly result in our need to increase available borrowings under our Credit Agreement or access public or private debt and equity markets. There can be no assurance, however, that we would be successful in raising additional debt or equity on acceptable terms.

## **CONTRACTUAL OBLIGATIONS**

We have certain contractual obligations for operating and capital leases that were summarized in a table of Contractual Obligations in our 2015 10-K. There have been no material changes to our contractual obligations, outside of the ordinary course of our business, since December 31, 2015.

## **OFF-BALANCE SHEET ARRANGEMENTS**

As of March 31, 2016, we did not have any significant off-balance sheet arrangements.

## **CRITICAL ACCOUNTING POLICIES AND ESTIMATES**

Management's discussion and analysis is based upon our condensed consolidated financial statements, which have been prepared in accordance with U.S. GAAP. Our significant accounting policies are summarized in Note 1 to the Consolidated Financial Statements included in our 2015 10-K. See Note 12 to the Condensed Consolidated Financial

Statements for a discussion of recently enacted accounting principles.

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

Our international sales comprise a significant portion of our net sales. We are exposed to risks associated with operating internationally, including:

- Foreign currency exchange risk;
- Import and export duties, taxes and regulatory changes;
- Inflationary economies or currencies; and
- Economic and political instability.

Additionally, some of our operations are in developing countries. Certain events, including natural disasters, can impact the infrastructure of a developing country more severely than they would impact the infrastructure of a developed country. A developing country can also take longer to recover from such

events, which could lead to delays in our ability to resume full operations.

We transact business in various foreign countries and are subject to foreign currency fluctuation risks. We use natural hedging and forward contracts to economically hedge transactional exposure primarily associated with trade accounts receivable, other receivables and trade accounts payable denominated in a currency other than the functional currency of the respective operating entity. We do not use derivative financial instruments for speculative purposes. The forward contracts in place as of March 31, 2016 have not been designated as accounting hedges and, therefore, changes in fair value are recorded within our Consolidated Statements of Income.

Our sales are substantially denominated in U.S. dollars. Our foreign currency cash flows are generated in certain European and Asian countries and Mexico.

We are also exposed to market risk for changes in interest rates on our financial instruments, a portion of which relates to our invested cash balances. We do not use derivative financial instruments in our investing activities. We place cash and cash equivalents and investments with various major financial institutions. We protect our invested principal funds by limiting default risk, market risk and reinvestment risk. We mitigate default risk by generally investing in investment grade securities.

We are also exposed to interest rate risk on borrowings under our Credit Agreement. As of March 31, 2016, we had \$227.1 million outstanding on the floating rate term loan facility, and we have an interest rate swap agreement with a notional amount of \$170.3 million. Under this interest rate swap agreement, we receive variable rate interest rate payments and pay fixed rate interest payments. The effect of this swap is to convert a portion of our floating rate interest expense to fixed interest rate expense. The interest rate swap is designated as a cash flow hedge.

#### **Item 4 – Controls and Procedures**

As of the end of the period covered by this Report, the Company's management (with the participation of our chief executive officer and chief financial officer) conducted an evaluation pursuant to Rule 13a-15 promulgated under the Exchange Act, of the effectiveness of the design and operation of the Company's disclosure controls and procedures. Based on this evaluation, the chief executive officer and chief financial officer concluded that as of the end of the period covered by this Report such disclosure controls and procedures were effective to provide reasonable assurance that information required to be disclosed by the Company in reports it files or submits under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the rules and forms of the SEC, and include controls and procedures designed to ensure that information required to be disclosed by the Company in such reports is accumulated and communicated to our management, including the Company's chief executive officer and chief financial officer, as appropriate to allow timely decisions regarding required disclosure.

There has been no change in our internal control over financial reporting that occurred during the last fiscal quarter covered by this Report that has materially affected, or is reasonably likely to materially affect, our internal control over financial reporting.

Our management, including our chief executive officer and chief financial officer, does not expect that our disclosure controls and internal controls will prevent all errors and all fraud. A control system, no matter how well conceived and operated, can provide only reasonable, not absolute, assurance that the objectives of the control system are met. Further, the design of a control system must reflect the fact that there are resource constraints, and the benefits of controls must be considered relative to their costs. Because of the inherent limitations in all control systems, no evaluation of controls can provide absolute assurance that all control issues and instances of fraud, if any, within a company have been detected. These inherent

limitations include the realities that judgments in decision-making can be faulty, and that breakdowns can occur because of simple errors or mistakes. Additionally, controls can be circumvented by individuals' acts, by collusion of two or more people, or by management overriding the control. The design of any system of controls also is based in part upon certain assumptions about the likelihood of future events, and there can be no assurance that any design will succeed in achieving its stated goals under all potential future conditions; over time, a control may become inadequate because of changes in conditions, or the degree of compliance with the policies or procedures may deteriorate. Because of the inherent limitations in a cost-effective control system, misstatements due to error or fraud may occur and not be detected.

## PART II—OTHER INFORMATION

### Item 1. Legal Proceedings

We are involved in various legal actions arising in the ordinary course of business. In the opinion of management, the ultimate disposition of these matters will not have a material adverse effect on our consolidated financial position or results of operations.

### Item 1A. Risk Factors

There are no material changes to the risk factors set forth in Part I, Item 1A of our 2015 10-K.

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

(c) The following table provides information for the quarter ended March 31, 2016 about the Company's repurchases of its equity securities registered pursuant to Section 12 of the Exchange Act, at a total cost of \$14.2 million:

#### ISSUER PURCHASES OF EQUITY SECURITIES

| Period                   | (a) Total<br>Number of<br>Shares (or<br>Units)<br>Purchased <sup>(1)</sup> | (b) Average<br>Price Paid per Share<br>(or Unit) <sup>(2)</sup> | (c) Total<br>Number of<br>Shares<br>(or Units)<br>Purchased as<br>Part of<br>Publicly<br>Announced<br>Plans or<br>Programs | (d) Maximum<br>Number (or<br>Approximate<br>Dollar Value)<br>of Shares<br>(or Units) that<br>May Yet Be<br>Purchased<br>Under the<br>Plans or<br>Programs <sup>(3)</sup> |
|--------------------------|--|---|--|--|
| January 1 to 31,<br>2016 | 330,000  | \$19.41   | 330,000  | \$128.3 million  |
|                          | 105,000  | \$20.62   | 105,000  | \$126.1 million  |

|                           |         |         |         |                 |
|---------------------------|---------|---------|---------|-----------------|
| February 1 to 29,<br>2016 |         |         |         |                 |
| March 1 to 31, 2016       | 255,000 | \$22.04 | 255,000 | \$120.5 million |
| Total                     | 690,000 | \$20.57 | 690,000 |                 |

(1) All share repurchases were made on the open market.

(2) Average price paid per share is calculated on a settlement basis and excludes commission.

(3) In December 2014 and again in December 2015, the Board of Directors approved the repurchase of up to \$100 million of the Company's outstanding common shares. Share purchases may be made in the open market, in privately negotiated transactions or block transactions, at the discretion of the Company's management and as market conditions warrant. Purchases will be funded from available cash and may be commenced, suspended or discontinued at any time without prior notice. Shares repurchased under the program are retired.

**Item 6. Exhibits**

| <b><u>Exhibit Number</u></b> | <b><u>Description of Exhibit</u></b>   |
|------------------------------|--|
| 3.1                          | Restated Certificate of Formation of the Company dated November 4, 2014 (incorporated by reference to Exhibit 3.1 to the Company's quarterly report on Form 10-Q filed with the SEC on November 7, 2014) (the 10-Q) (Commission file number 1-10560) |
| 3.2                          | Amended and Restated Bylaws of the Company dated November 4, 2014 (incorporated by reference to Exhibit 3.2 to the 10-Q)   |
| 4.1                          | Specimen form of certificate evidencing the Common Shares (incorporated by reference to Exhibit 4.1 to the 10-Q)   |
| 10.1*                        | Form of Performance-based Restricted Stock Unit Award agreement for use under the Benchmark Electronics, Inc. 2010 Omnibus Incentive Compensation Plan.  |
| 31.1*                        | Section 302 Certification of Chief Executive Officer   |
| 31.2*                        | Section 302 Certification of Chief Financial Officer   |
| 32.1*                        | Section 1350 Certification of Chief Executive Officer  |
| 32.2*                        | Section 1350 Certification of Chief Financial Officer  |
| 101.INS <sup>(1)</sup>       | XBRL Instance Document   |
| 101.SCH <sup>(1)</sup>       | XBRL Taxonomy Extension Schema Document  |
| 101.CAL <sup>(1)</sup>       | XBRL Taxonomy Extension Calculation Linkbase Document  |
| 101.LAB <sup>(1)</sup>       | XBRL Taxonomy Extension Label Linkbase Document  |
| 101.PRE <sup>(1)</sup>       | XBRL Taxonomy Extension Presentation Linkbase Document   |
| 101.DEF <sup>(1)</sup>       | XBRL Taxonomy Extension Definition Linkbase Document   |

\* Filed herewith.

<sup>(1)</sup> XBRL (Extensible Business Reporting Language) information is furnished and not filed or a part of a registration statement or prospectus for purposes of sections 11 or 12 of the Securities Act of 1933, is not deemed filed for purposes of section 18 of the Exchange Act, and otherwise is not subject to liability under these sections.



**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized on May 10, 2016.

|  |                                       |
|--|---------------------------------------|
|  | BENCHMARK ELECTRONICS, INC.           |
|  | (Registrant)                          |
|  | By: <u>/s/ Gayla J. Delly</u>         |
|  | Gayla J. Delly                        |
|  | President and Chief Executive Officer |
|  | (Principal Executive Officer)         |
|  |                                       |
|  |                                       |
|  | By: <u>/s/ Donald F. Adam</u>         |
|  | Donald F. Adam                        |
|  | Chief Financial Officer               |
|  | (Principal Financial Officer)         |

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| 32.1*                        | Section 1350 Certification of Chief Executive Officer  |
| 32.2*                        | Section 1350 Certification of Chief Financial Officer  |
| 101.INS(1)                   | XBRL Instance Document   |
| 101.SCH(1)                   | XBRL Taxonomy Extension Schema Document  |
| 101.CAL(1)                   | XBRL Taxonomy Extension Calculation Linkbase Document  |
| 101.LAB(1)                   | XBRL Taxonomy Extension Label Linkbase Document  |
| 101.PRE(1)                   | XBRL Taxonomy Extension Presentation Linkbase Document   |
| 101.DEF(1)                   | XBRL Taxonomy Extension Definition Linkbase Document   |

\* Filed herewith.

(1) XBRL (Extensible Business Reporting Language) information is furnished and not filed or a part of a registration statement or prospectus for purposes of sections 11 or 12 of the Securities Act of 1933, is not deemed filed for purposes of section 18 of the Exchange Act, and otherwise is not subject to liability under these sections.