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

## FORM 10-Q

(Mark One)
(X) QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(D) OF THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended
March 31, 2011
Or
( ) TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from $\qquad$ to $\qquad$
Commission file number_ 0-9068
WEYCO GROUP, INC.
(Exact name of registrant as specified in its charter)

## WISCONSIN

(State or other jurisdiction of incorporation or organization)

39-0702200
(I.R.S. Employer

Identification No.)

333 W. Estabrook Boulevard
P. O. Box 1188

Milwaukee, Wisconsin 53201
(Address of principal executive offices) (Zip Code)
(414) 908-1600
(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 $\qquad$ No $\qquad$
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 $\qquad$ No $\qquad$
Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definitions of "large accelerated filer", "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act.
Large Accelerated Filer _ Accelerated Filer_X Non-Accelerated Filer _ Smaller Reporting Company___
Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act).
Yes $\qquad$ No $\quad \mathrm{X}$

As of April 30, 2011, there were 11,353,547 shares of common stock outstanding.

## PART I. FINANCIAL INFORMATION

Item 1. Financial Statements.
The consolidated condensed financial statements included herein have been prepared by the Company, without audit, pursuant to the rules and regulations of the Securities and Exchange Commission. Certain information and footnote disclosures normally included in financial statements prepared in accordance with accounting principles generally accepted in the United States of America have been condensed or omitted pursuant to such rules and regulations. It is suggested that these financial statements be read in conjunction with the financial statements and notes thereto included in the Company's latest annual report on Form 10-K.

## WEYCO GROUP, INC. AND S UBS IDIARIES CONS OLIDATED CONDENS ED BALANCE SHEETS (UNAUDITED)

|  | $\begin{gathered} \text { March 31, } \\ 2011 \\ \hline \end{gathered}$ |  | $\begin{gathered} \text { December 31, } \\ 2010 \end{gathered}$ |  |
| :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |
| ASSETS: |  |  |  |  |
| Cash and cash equivalents | \$ | 7,194 | \$ | 7,150 |
| Marketable securities, at amortized cost |  | 3,691 |  | 4,989 |
| Accounts receivable, net |  | 48,742 |  | 38,840 |
| Inventories |  | 51,143 |  | 56,111 |
| Prepaid expenses and other current assets |  | 3,888 |  | 4,398 |
| Total current assets |  | 114,658 |  | 111,488 |
| M arketable securities, at amortized cost |  | 57,691 |  | 58,059 |
| Deferred income tax benefits |  | 1,266 |  | 1,090 |
| Other assets |  | 18,259 |  | 14,375 |
| Property, plant and equipment, net |  | 25,738 |  | 25,675 |
| Goodwill |  | 10,791 |  | - |
| Trademarks |  | 34,748 |  | 12,748 |
| Total assets | \$ | 263,151 | \$ | 223,435 |
| LIABILITIES AND EQUITY: |  |  |  |  |
| Short-term borrowings | \$ | 34,045 | \$ | 5,000 |
| Accounts payable |  | 6,890 |  | 10,360 |
| Dividend pay able |  | 1,812 |  | 1,811 |
| Accrued liabilities |  | 8,770 |  | 10,204 |
| Accrued income taxes |  | 1,082 |  | 116 |
| Deferred income tax liabilities |  | 392 |  | 228 |
| Total current liabilities |  | 52,991 |  | 27,719 |
| Long-term pension liability |  | 18,938 |  | 18,572 |
| Other long-term liabilities |  | 11,753 |  | - |
| Common stock |  | 11,353 |  | 11,356 |
| Capital in excess of par value |  | 19,983 |  | 19,548 |
| Reinvested earnings |  | 151,809 |  | 150,546 |
| Accumulated other comprehensive loss |  | $(8,564)$ |  | $(9,004)$ |
| Total Wey co Group, Inc. equity |  | 174,581 |  | 172,446 |
| Noncontrolling interest |  | 4,888 |  | 4,698 |
| Total equity |  | 179,469 |  | 177,144 |
| Total liabilities and equity | \$ | 263,151 | \$ | 223,435 |

The accompanying notes to consolidated condensed financial statements (unaudited) are an integral part of these financial statements.

## WEYCO GROUP, INC. AND S UBS IDIARIES

 CONS OLIDATED CONDENSED STATEMENTS OF EARNINGS (UNAUDITED)|  | Three Months Ended March 31, $2011 \quad 2010$ |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | (In thousands, except per share amounts) |  |  |  |
| Net sales | \$ | 65,146 | \$ | 61,039 |
| Cost of sales |  | 40,321 |  | 37,630 |
| Gross earnings |  | 24,825 |  | 23,409 |
| Selling and administrative expenses |  | 20,016 |  | 17,968 |
| Earnings from operations |  | 4,809 |  | 5,441 |
| Interest income |  | 590 |  | 498 |
| Interest expense |  | (90) |  | (1) |
| Other income and expense, net |  | 56 |  | 133 |
| Earnings before provision for income taxes |  | 5,365 |  | 6,071 |
| Provision for income taxes |  | 1,863 |  | 2,090 |
| Net earnings |  | 3,502 |  | 3,981 |
| Net earnings attributable to noncontrolling interest |  | 130 |  | 124 |
| Net earnings attributable to Weyco Group, Inc. | \$ | 3,372 | \$ | 3,857 |
| Weighted average shares outstanding |  |  |  |  |
| Basic |  | 11,322 |  | 11,291 |
| Diluted |  | 11,366 |  | 11,494 |
| Earnings per share |  |  |  |  |
| Basic | \$ | 0.30 | \$ | 0.34 |
| Diluted | \$ | 0.30 | \$ | 0.34 |
| Cash dividends per share | \$ | 0.16 | \$ | 0.15 |

The accompanying notes to consolidated condensed financial statements (unaudited) are an integral part of these financial statements.

## WEYCO GROUP, INC. AND S UBSIDIARIES

 CONS OLIDATED CONDENSED STATEMENTS OF CASH FLOWS (UNAUDITED)Three Months Ended March 31,
2011

| (Dollars in thousands) |  |  |  |
| :---: | :---: | :---: | :---: |
| \$ | 3,502 | \$ | 3,981 |
|  | 657 |  | 704 |
|  | 46 |  | 22 |
|  | 26 |  | 24 |
|  | (61) |  | 66 |
|  | (47) |  | (135) |
|  | 268 |  | 285 |
|  | 737 |  | 813 |
|  | (13) |  | - |
|  | (141) |  | (138) |
| ion - |  |  |  |
|  | $(5,895)$ |  | $(9,013)$ |
|  | 7,884 |  | 8,578 |
|  | 405 |  | 206 |
|  | $(3,938)$ |  | $(3,290)$ |
|  | $(1,629)$ |  | (732) |
|  | 957 |  | 632 |
|  | 2,758 |  | 2,003 |

## CASH FLOWS FROM INVESTING ACTIVITIES:

Acquisition of business, net of cash acquired
Purchases of marketable securities

| $(27,023)$ | - |
| :---: | :---: |
| $(16)$ | $(6,448)$ |
| 1,658 | 1,380 |
| 13 | - |
| $(654)$ |  |
| $(26,022)$ | $(385)$ |

## CASH FLOWS FROM FINANCING ACTIVITIES:

Cash dividends paid
Shares purchased and retired
Proceeds from stock options exercised (305)

172
$(3,814)$
17,045
15,000
Proceeds from bank borrowings
Repayments of bank borrowings
Income tax benefits from stock-based compensation
Net cash provided by (used for) financing activities
Effect of exchange rate changes on cash
Net increase (decrease) in cash and cash equivalents
44
CASH AND CASH EQUIVALENTS at beginning of period
CASH AND CASH EQUIVALENTS at end of period
SUPPLEMENTAL CASH FLOW INFORMATION:
Income taxes paid, net of refunds
Interest paid
The accompanying notes to consolidated condensed financial statements (unaudited) are an integral part of these financial statements.

## 1. Financial Statements

In the opinion of management, the accompanying unaudited consolidated condensed financial statements contain all adjustments necessary to present fairly the financial position, results of operations and cash flows for the periods presented. The results of operations for the three month period are not necessarily indicative of the results for the full year.

## 2. Acquisitions

## Bogs acquisition

On March 2, 2011, the Company acquired $100 \%$ of the outstanding shares of The Combs Company ("Bogs") from its former shareholders for $\$ 29.3$ million in cash plus debt assumed of $\$ 3.8$ million and contingent payments after two and five years, dependent on Bogs achieving certain performance measures. In accordance with the agreement, \$2.0 million of the cash portion of the purchase price was held back to be used to help satisfy any claims of indemnification by the Company, and any amounts not used therefore, will be paid to the seller 18 months from the date of acquisition. At the acquisition date, the Company estimated the fair value of the two contingent payments to be approximately $\$ 9.8$ million in the aggregate. Bogs designs and markets boots, shoes and sandals for men, women and children, under the BOGS and Rafters brand names. Its products are sold across the agricultural, industrial, outdoor specialty, outdoor sport, lifestyle and fashion markets. Bogs sales for its most recent fiscal year were approximately $\$ 27$ million.

The acquisition was funded with available cash and short-term borrowings under the Company's $\$ 50$ million borrowing facility.

The acquisition of Bogs has been accounted for in these financial statements as a business combination under Accounting Standards Codification ("ASC") 805, Business Combinations ("ASC 805"). Under ASC 805, the total purchase price is allocated to tangible and intangible assets acquired and liabilities assumed based on their respective fair values at the acquisition date. The determination of fair values requires an extensive use of estimates and judgments, and accordingly, the allocation in the table below is preliminary and will be adjusted upon completion of the final valuation of the assets acquired and liabilities assumed. Such adjustments could be significant. The final valuation is expected to be completed as soon as practicable but no later than 12 months after the closing date of the acquisition.

The Company's preliminary allocation of the purchase price is as follows (dollars in thousands):

| Cash | \$ | 317 |
| :---: | :---: | :---: |
| Accounts receivable, net |  | 3,962 |
| Inventory |  | 2,809 |
| Prepaids |  | 15 |
| Deferred income tax benefits |  | 85 |
| Property, plant and equipment, net |  | 6 |
| Goodwill |  | 10,792 |
| Trademark |  | 22,000 |
| Other int angible assets |  | 3,600 |
| Accounts payable |  | (451) |
| Accrued liabilities |  | (228) |
|  | \$ | 42,907 |

Other intangible assets consist of customer relationships and a non-compete agreement. Goodwill reflects the excess purchase price over the fair value of net assets, and has been assigned to the North American wholesale segment. All of the goodwill is expected to be deductible for tax purposes. For more information on the intangible assets acquired, see Note 5.

The Company has recorded the estimated fair value of the contingent payments at the acquisition date, of $\$ 9.8$ million, within other long-term liabilities on the Company's Consolidated Balance Sheets. The estimated fair value of the contingent payments was based on a probability-weighted model, and is subject to change. Any changes within the 12 months following the acquisition date will be reflected within the final valuation of the purchase price. Any changes thereafter will be recognized in earnings. A change in the fair value of the contingent payments could have a material effect on the Company's earnings and financial position. The fair value measurement is based on significant inputs not observed in the market and thus represents a level 3 valuation as defined by ASC 820, Fair Value Measurements and Disclosures ("ASC 820").

The operating results of Bogs for the period March 2 through March 31, 2011 have been consolidated into the Company's North American wholesale operations for the first quarter of 2011. Net sales of Bogs were approximately $\$ 2.3$ million for the period March 2 through March 31, 2011. The Company incurred transaction costs of approximately $\$ 220,000$ in the first quarter of 2011. These costs are included in wholesale selling and administrative expenses.

The following unaudited pro forma results of operations assume that the Company acquired Bogs on January 1, 2011 and 2010, respectively. The unaudited pro forma results include adjustments to reflect additional amortization of intangible assets and interest expense.

|  | Three Months Ended March 31, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2011 |  | 2010 |  |
|  | (dollars in thousands) |  |  |  |
| Net sales | \$ | 69,514 | \$ | 65,489 |
| Net earnings attributable to Weyco Group, Inc. | \$ | 3,141 | \$ | 4,090 |

The unaudited pro forma information presented above is not necessarily indicative of either the results of operations that would have occurred had the acquisition of Bogs been effective on January 1, 2011 or 2010, respectively or of the Company’s future results of operations.

## Umi acquisition

On April 28, 2010, the Company acquired certain assets, including the Umi brand name, intellectual property and accounts receivable, from Umi LLC, a children’s footwear company, for an aggregate price of approximately $\$ 2.6$ million. The acquisition has been accounted for in these financial statements as a business combination under ASC 805. The Company allocated the purchase price to accounts receivable, trademarks and other assets. The operating results of Umi have been consolidated into the Company’s North American wholesale segment since the date of acquisition. The Company’s first quarter 2011 results included Umi's operations, while the first quarter of 2010 did not. Umi net sales were approximately $\$ 1.1$ million for the first quarter of 2011. Additional disclosures required by ASC 805 have not been provided as the Umi acquisition was not material to the Company’s financial statements.

## 3. Earnings Per Share

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

|  | Three Months Ended March 31, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2011 |  | 2010 |  |
|  | (In thousands, except per share amounts) |  |  |  |
| Numerator: |  |  |  |  |
| Net earnings attributable to Wey co Group, Inc. | \$ | 3,372 | \$ | 3,857 |
| Denominator: |  |  |  |  |
| Basic weighted average shares outstanding |  | 11,322 |  | 11,291 |
| Effect of dilutive securities: |  |  |  |  |
| Employ ee stock-based awards |  | 44 |  | 203 |
| Diluted weighted average shares outstanding | \$ | 11,366 | \$ | 11,494 |
| Basic earnings per share | \$ | 0.30 | \$ | 0.34 |
| Diluted earnings per share | \$ | 0.30 | \$ | 0.34 |

Diluted weighted average shares outstanding for the three months ended March 31, 2011 excluded outstanding options to purchase 461,950 shares of common stock at a weighted average price of $\$ 26.80$, as they were antidilutive. Diluted weighted average shares outstanding for the three months ended March 31, 2010 excluded outstanding options to purchase 284,050 shares of common stock at a weighted average price of $\$ 28.46$, as they were antidilutive.

## 4. Investments

As noted in the Company’s Annual Report on Form 10-K for the year ended December 31, 2010, all of the Company's investments are classified as held-to-maturity securities and reported at amortized cost pursuant to ASC 320, Investments - Debt and Equity Securities as the Company has the intent and ability to hold all security investments to maturity.

The amortized cost of all marketable securities as of March 31, 2011 and December 31, 2010 as reported in the Consolidated Condensed Balance Sheets was $\$ 61.4$ million and $\$ 63.0$ million, respectively. The estimated fair market value of those marketable securities at March 31, 2011 and December 31, 2010 was $\$ 62.8$ million and $\$ 64.2$ million, respectively.

The unrealized gains and losses on marketable securities at March 31, 2011 and December 31, 2010 were:

|  | March 31, 2011 |  |  |  | December 31, 2010 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Unrealized Gains |  | Unrealized Losses |  | Unrealized Gains |  | Unrealized Losses |  |
|  | (Dollars in thousands) |  |  |  |  |  |  |  |
| Municipal bonds | \$ | 1,789 | \$ | 358 | \$ | 1,656 | \$ | 518 |

The estimated market values provided are level 2 valuations as defined by ASC 820. The Company has reviewed its portfolio of marketable securities as of March 31, 2011 and has determined that no other-than-temporary market value impairment exists.

## 5. Intangible Assets

The Company's amortized and unamortized intangible assets as recorded in the accompanying balance sheets consisted of:


The Company's amortized intangible assets are included within other assets on the Company's Consolidated Balance Sheets. The change in the carrying amount of goodwill and other intangible assets is due to the Bogs acquisition on March 2, 2011. See Note 2.

The indefinite-lived assets and goodwill will be evaluated for impairment at least annually and more often when events indicate that impairment exists.

Excluding the impact of any future acquisitions, the Company anticipates amortization expense to be approximately $\$ 222,000$ in 2011 and $\$ 267,000$ annually in the years 2012 through 2015.

## 6. Segment Information

The Company has two reportable segments: North American wholesale operations ("wholesale") and North American retail operations ("retail"). The chief operating decision maker, the Company's Chief Executive Officer, evaluates the performance of its segments based on earnings from operations and accordingly, interest income, interest expense and other income or expense are not allocated to the segments. The "other" category in the table below includes the Company's wholesale and retail operations in Australia, South Africa, Asia Pacific and Europe, which do not meet the criteria for separate reportable segment classification. Summarized segment data for the three months ended March 31, 2011 and 2010 was:

| March 31, | Wholesale |  | Retail |  | Other |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |  |  |  |  |
| 2011 |  |  |  |  |  |  |  |  |
| Product sales | \$ | 47,639 | \$ | 5,577 | \$ | 11,426 | \$ | 64,642 |
| Licensing revenues |  | 504 |  | - |  | - |  | 504 |
| Net sales | \$ | 48,143 | \$ | 5,577 | \$ | 11,426 | \$ | 65,146 |
| Earnings from operations | \$ | 3,637 | \$ | (60) | \$ | 1,232 | \$ | 4,809 |
| 2010 |  |  |  |  |  |  |  |  |
| Product sales | \$ | 44,088 | \$ | 5,275 | \$ | 11,096 | \$ | 60,459 |
| Licensing revenues |  | 580 |  | - |  | - |  | 580 |
| Net sales | \$ | 44,668 | \$ | 5,275 | \$ | 11,096 | \$ | 61,039 |
| Earnings from operations | \$ | 4,392 | \$ | (188) | \$ | 1,237 | \$ | 5,441 |

Total assets in the North American wholesale segment were $\$ 229.3$ million at March 31, 2011 and $\$ 189.8$ million at December 31, 2010. The increase was due to the Bogs acquisition on March 2, 2011. See Note 2.

## 7. Employee Retirement Plans

The components of the Company's net pension expense were:

|  | Three Months Ended March 31, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2011 |  | 2010 |  |
|  | (Dollars in thousands) |  |  |  |
| Benefits earned during the period | \$ | 321 | \$ | 285 |
| Interest cost on projected benefit obligation |  | 595 |  | 612 |
| Expected return on p lan assets |  | (505) |  | (447) |
| Net amortization and deferral |  | 326 |  | 363 |
| Net pension expense | \$ | 737 | \$ | 813 |

During the three months ended March 31, 2011, the Company recognized approximately $\$ 268,000$ of compensation expense associated with stock option and restricted stock awards granted in the years 2007 through 2010. During the three months ended March 31, 2010, the Company recognized approximately $\$ 285,000$ of compensation expense associated with stock option and restricted stock awards granted in the years 2006 through 2009.

The following table summarizes the stock option activity under the Company's plans for the three month period ended March 31, 2011:

|  | Shares | Weighted Average Exercise |  | Wtd. Average Remaining Contractual Term (Years) | Aggregate <br> Intrinsic <br> Value* |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Outstanding at December 31, 2010 | 1,269,426 | \$ | 20.25 |  |  |  |
| Exercised | $(9,421)$ | \$ | 18.25 |  |  |  |
| Forefeited or expired | $(14,125)$ | \$ | 27.46 |  |  |  |
| Outstanding at March 31, 2011 | 1,245,880 | \$ | 20.19 | 2.7 | \$ | 6,420,853 |
| Exercisable at March 31, 2011 | 832,029 | \$ | 17.73 | 2.1 | \$ | 6,236,929 |

* The aggregate intrinsic value of outstanding and exercisable stock options is defined as the difference between the market value at March 31, 2011 of $\$ 24.46$ and the exercise price.

The following table summarizes stock option activity for the three months ended March 31, 2011 and 2010:

|  | Three Months Ended March 31, |  |  |  |
| :--- | ---: | ---: | ---: | ---: |
|  | 2011 |  |  |  |
|  | (Dollars in | thousands) |  |  |
| Total intrinsic value of stock options exercised | $\$$ | 11 | $\$$ | 395 |
| Cash received from stock option exercises | $\$$ | 172 | $\$$ | 152 |
| Income tax benefit from the exercise of stock options | $\$$ | 5 | $\$$ | 154 |

The following table summarizes the Company's restricted stock award activity for the three months ended March 31, 2011:

|  | Shares of Restricted Stock | Weighted <br> Average <br> Grant Date <br> Fair Value |  | Wtd. Average <br> Remaining <br> Contractual <br> Term (Years) | Aggregate <br> Intrinsic <br> Value* |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-vested - December 31, 2010 | 35,448 | S | 24.79 |  |  |  |
| Issued | - |  | - |  |  |  |
| Vested | - |  | - |  |  |  |
| Forfeited | - |  | - |  |  |  |
| Non-vested March 31, 2011 | 35,448 | \$ | 24.79 | 2.5 | \$ | 867,058 |

* The aggregate intrinsic value of non-vested restricted stock is the number of shares outstanding valued at the March 31, 2011 market value of $\$ 24.46$


## 9. Short-Term Borrowings

At March 31, 2011, the Company had a $\$ 50.0$ million borrowing facility. At the end of the first quarter, there was $\$ 22.0$ million of non-rated commercial paper outstanding at an average interest rate of $1.45 \%$ plus an issuance fee of 25 basis points and $\$ 12.0$ million of bank borrowings outstanding at an average interest rate of 3.5\%. The Company's borrowing facility includes one financial covenant that specifies a minimum level of net worth. The Company was in compliance with the covenant at March 31, 2011. The facility expired on April 30, 2011, and was renewed for another term that expires April 30, 2012. Under the new facility, the interest rate on bank borrowings was changed to LIBOR plus 175 basis points, which is currently $2.0 \%$.

## 10. Comprehensive Income

Comprehensive income for the three months ended March 31, 2011 and 2010 was as follows:

|  | Three Months Ended March 31, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2011 |  | 2010 |  |
|  | (Dollars in thousands) |  |  |  |
| Net earnings | \$ | 3,502 | \$ | 3,981 |
| Foreign currency translation adjustments |  | 241 |  | (241) |
| Pension liability, net of tax |  | 199 |  | 221 |
| Total comprehensive income | \$ | 3,942 | \$ | 3,961 |

The components of accumulated other comprehensive loss as recorded on the accompanying balance sheets were as follows:

|  | $\begin{gathered} \text { March 31, } \\ 2011 \\ \hline \end{gathered}$ |  | $\begin{gathered} \text { December 31, } \\ 2010 \\ \hline \end{gathered}$ |  |
| :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |
| Foreign currency translation adjustments | \$ | 1,484 | \$ | 1,243 |
| Pension liability, net of tax |  | $(10,048)$ |  | $(10,247)$ |
| Total accumulated other comprehensive loss | \$ | $(8,564)$ | \$ | $(9,004)$ |

## 11. Equity

A reconciliation of the Company's equity for the three months ended March 31, 2011 follows:

|  | Common <br> Stock |  | Capital in <br> Excess of <br> Par Value |  | Reinvested <br> Earnings |  | Accumulated <br> Other <br> Comprehensive <br> Loss |  | Noncontrolling <br> Interest |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |  |  |  |  |  |  |
| Balance, December 31, 2010 | \$ | 11,356 | \$ | 19,548 | \$ | 150,546 | \$ | $(9,004)$ | \$ | 4,698 |
| Net earnings |  |  |  |  |  | 3,372 |  |  |  | 130 |
| Foreign currency translation adjustments |  |  |  |  |  |  |  | 241 |  | 60 |
| Pension liability adjustment, net of tax |  |  |  |  |  |  |  | 199 |  |  |
| Cash dividends declared |  |  |  |  |  | $(1,817)$ |  |  |  |  |
| Stock options exercised |  | 10 |  | 162 |  |  |  |  |  |  |
| Stock-based compensation expense |  |  |  | 268 |  |  |  |  |  |  |
| Income tax benefit from stock options exercised |  |  |  | 5 |  |  |  |  |  |  |
| Shares purchased and retired |  | (13) |  |  |  | (292) |  |  |  |  |
| Balance, March 31, 2011 | \$ | 11,353 | \$ | 19,983 | \$ | 151,809 | \$ | $(8,564)$ | \$ | 4,888 |

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

## FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking statements with respect to the Company's outlook for the future. These statements represent the Company's reasonable judgment with respect to future events and are subject to risks and uncertainties that could cause actual results to differ materially. The reader is cautioned that these forward-looking statements are subject to a number of risks, uncertainties or other factors that may cause (and in some cases have caused) actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risk factors described under Item 1A, "Risk Factors," of the Company's Annual Report on Form 10-K for the year ended December 31, 2010.

## GENERAL

The Company designs and markets quality and innovative footwear for men, women and children under a portfolio of well-recognized brand names including: Florsheim, Nunn Bush, Stacy Adams, BOGS, Rafters and Umi. Inventory is purchased from third-party overseas manufacturers. The majority of foreign-sourced purchases are denominated in U.S. dollars.

The Company has two reportable segments, North American wholesale operations ("wholesale") and North American retail operations ("retail"). In the wholesale segment, the Company's products are sold to leading footwear, department and specialty stores primarily in the United States and Canada. The Company also has licensing agreements with third parties who sell its branded apparel, accessories and specialty footwear in the United States, as well as its footwear
in Mexico and certain markets overseas. Licensing revenues are included in the Company's wholesale segment.

The Company's retail segment consisted of 33 Company-owned retail stores in the United States and an Internet business as of March 31, 2011. Sales in retail outlets are made directly to consumers by Company employees.

The Company's "other" operations include the Company's wholesale and retail operations in Australia, South Africa, Asia Pacific (collectively, "Florsheim Australia") and Europe ("Florsheim Europe"). The majority of the Company's operations are in the United States, and its results are primarily affected by the economic conditions and the retail environment in the United States.

## EXECUTIVE OVERVIEW

## Recent Acquisitions

## Bogs

On March 2, 2011, the Company acquired $100 \%$ of the outstanding shares of The Combs Company ("Bogs") from its former shareholders for $\$ 29.3$ million in cash plus assumed debt of approximately $\$ 3.8$ million and contingent payments after two and five years, which are dependent on Bogs achieving certain performance measures. In accordance with the agreement, $\$ 2.0$ million of the cash portion of the purchase price was held back to be used to help satisfy any claims of indemnification by the Company, and any amounts not used therefore, will be paid to the sellers 18 months from the date of acquisition. At the acquisition date, the Company estimated the fair value of the two contingent payments to be approximately $\$ 9.8$ million.

Bogs designs and markets boots, shoes and sandals for men, women and children, under the BOGS and Rafters brand names. Its products are sold across the agricultural, industrial, outdoor specialty, outdoor sport, lifestyle and fashion markets.

Sales of Bogs for its most recent fiscal year were approximately $\$ 27$ million. The Company expects the acquisition to be accretive to earnings in 2011, excluding the impact of certain purchase accounting adjustments as well as transaction and integration costs. However, most of that accretion is expected to occur in the second half of the year, as the majority of Bogs’ business occurs in the third and fourth quarters.

The operating results of Bogs for the period March 2 through March 31, 2011 have been consolidated into the Company's first quarter 2011 results, within the North American wholesale segment. Transaction costs of $\$ 220,000$ have been included within first quarter 2011 wholesale selling and administrative expenses. See Note 2.

## $\underline{U m i}$

On April 28, 2010, the Company acquired certain assets, including the Umi brand name, intellectual property and accounts receivable, from Umi LLC, a children's footwear company, for an aggregate price of approximately $\$ 2.6$ million. The operating results of Umi have been consolidated into the Company's North American wholesale segment since the date of acquisition. Accordingly, the Company's first quarter 2011 results included Umi’s operations, while the first quarter of 2010 did not. See Note 2.

## Sales and Earnings Highlights

In the first quarter this year, consolidated net sales were $\$ 65.1$ million, up $7 \%$ over last year's first quarter net sales of $\$ 61.0$ million. The increase was primarily due to the acquisition of Bogs on March 2, 2011, which contributed $\$ 2.3$ million of net sales in the first quarter this year. In addition, there was approximately $\$ 1.1$ million of Umi net sales this quarter, compared to zero last year, as Umi was acquired on April 28, 2010.

The Company's gross earnings increased $\$ 1.4$ million this year. Selling and administrative expenses were up $\$ 2.0$ million due to the inclusion of Bogs and Umi expenses, and $\$ 220,000$ of Bogs acquisition costs. As a result, this year's consolidated operating earnings were $\$ 4.8$ million, down from $\$ 5.4$ million last year. As a percent of sales, operating earnings were $7.4 \%$ in 2011 and $8.9 \%$ in 2010. The inclusion of Bogs' March 2011 operating results contributed to the decrease in earnings from operations as a percent of net sales. Bogs contributed $\$ 2.3$ million of sales and had a small operating loss for the month, as March is historically an off-season month for the brand.

As a result, the Company's net earnings for the first three months of 2011 were $\$ 3.4$ million, compared with $\$ 3.9$ million in the first quarter last year. Diluted earnings per share this quarter were $\$ .30$ per share compared with $\$ .34$ per share in last year’s first quarter.

## Financial Position Highlights

At March 31, 2011, cash and marketable securities totaled $\$ 68.6$ million and total outstanding debt was $\$ 34.0$ million. At December 31, 2010, cash and marketable securities totaled $\$ 70.2$ million and total outstanding debt was $\$ 5.0$ million. During 2011, the Company drew additional amounts under its revolving line of credit to finance the March 2, 2011 Bogs acquisition. See Note 2.

## SEGMENT ANALYSIS

Net sales and earnings from operations for the Company's segments in the three months ended March 31, 2011 and 2010 were as follows:

|  | Three Months Ended March 31,2011 |  |  |  | \% Change |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |  |
| Net Sales |  |  |  |  |  |
| North American Wholesale | \$ | 48,143 | \$ | 44,668 | 7.8\% |
| North American Retail |  | 5,577 |  | 5,275 | 5.7\% |
| Other |  | 11,426 |  | 11,096 | 3.0\% |
| Total | \$ | 65,146 | \$ | 61,039 | 6.7\% |
| Earnings from Operations |  |  |  |  |  |
| North American Wholesale | \$ | 3,637 | \$ | 4,392 | -17.2\% |
| North American Retail |  | (60) |  | (188) | 68.1\% |
| Other |  | 1,232 |  | 1,237 | -0.4\% |
| Total | \$ | 4,809 | \$ | 5,441 | -11.6\% |

## North American Wholesale Segment

## Net Sales

Sales in the Company's North American wholesale segment for the three-month periods ended March 31, 2011 and 2010 were as follows:

## North American Wholesale Segment Net Sales

|  | Three Months Ended March 31,2011 |  |  |  | \% Change |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | (Dollars in thousands) |  |  |  |  |
| North American Wholesale |  |  |  |  |  |
| Stacy Adams | \$ | 15,747 | \$ | 16,411 | -4.0\% |
| Nunn Bush |  | 16,085 |  | 15,882 | 1.3\% |
| Florsheim |  | 12,363 |  | 11,795 | 4.8\% |
| Bogs |  | 2,334 |  | - | n/a |
| Umi |  | 1,110 |  | - | n/a |
| Total North American Wholesale | \$ | 47,639 | \$ | 44,088 | 8.1\% |
| Licensing |  | 504 |  | 580 | -13.1\% |
| Total North American Wholesale Segment | \$ | 48,143 | \$ | 44,668 | 7.8\% |

Sales of Stacy Adams this year were down mostly due to lower sales to department and chain stores, due to the late timing of Easter shipments, which continues to be an important retail holiday for the brand. Net sales for Nunn Bush were up this year primarily due to an increase in shipments to independent retailers and chain stores which was somewhat offset by lower sales to department stores. Florsheim experienced an increase in international shipments as well as growth in sales to internet based accounts. This increase was somewhat offset by lower sales in department stores. Net sales of Bogs in the current year represent sales from the acquisition date of March 2 through March 31, 2011. Umi was acquired on April 28, 2010, therefore, there were no Umi sales in the first quarter of 2010. For more information on the Bogs and Umi acquisitions, see Note 2.

Licensing revenues consist of royalties earned on the sales of branded apparel, accessories and specialty footwear in the United States and on branded footwear in Mexico and certain overseas markets. The decrease this year was mainly due to lower licensing revenues from the Company’s Florsheim licensee in Mexico.

## Earnings from Operations

Earnings from operations in the North American wholesale segment for the three months ended March 31, 2011 were down approximately $\$ 755,000$ compared to last year's first quarter. The decrease reflects slightly lower gross earnings as a percent of net sales and increased selling and administrative expenses this year. Wholesale gross earnings were $30.2 \%$ of net sales in the first quarter of 2011 compared with $30.8 \%$ in 2010. There continues to be pricing pressure out of China based on increased labor and material costs and the strengthening of the renmimbi relative to the U.S. dollar. When possible, the Company has raised prices to maintain margins, but believes it will continue to incur increasing costs in the near future.

North American wholesale segment selling and administrative expenses include, and are primarily related to, distribution costs, salaries and commissions, advertising costs, employee benefit costs and depreciation. Wholesale selling and administrative expenses were up this quarter due to the inclusion of Bogs and Umi expenses, \$220,000 of Bogs transaction costs and
slightly increased costs across several other categories. As a percent of net sales, wholesale selling and administrative expenses were $23.6 \%$ this quarter compared with $22.2 \%$ in the same quarter last year.

The Company's cost of sales does not include distribution costs (e.g., receiving, inspection or warehousing costs). Distribution costs were approximately $\$ 2.1$ million and $\$ 2.0$ million for the three-months ended March 31, 2011 and 2010, respectively. These costs were included in selling and administrative expenses. Therefore, the Company's gross earnings may not be comparable to other companies, as some companies may include distribution costs in cost of sales.

As a percent of net sales, North American wholesale operating earnings were 6.6\% in 2011 and $8.6 \%$ in 2010. The inclusion of Bogs' March 2011 operating results contributed to the decrease in earnings from operation as a percent of net sales. Bogs contributed $\$ 2.3$ million of sales and had a small operating loss for the month, as March is historically an off-season month for the brand.

## North American Retail Segment

## Net Sales

Net sales in the Company's North American retail segment were $\$ 5.6$ million in the first quarter of 2011, up from $\$ 5.3$ million last year. There were two fewer retail stores during the first quarter of 2011 compared with 2010, and the Company closed an additional store at the end of the first quarter of 2011. Same store sales were up $8 \%$ over last year.

## Earnings from Operations

This year's improvement in retail earnings from operations was due to higher gross earnings, driven by higher sales volumes. As a percent of net retail sales, retail gross earnings were 63.8\% in 2011 compared with $65.0 \%$ in 2010.

Retail selling and administrative expenses were flat between periods. As a percent of net sales, retail selling and administrative expenses were 64.9\% in 2011 and 68.6\% in 2010, which reflects the fixed nature of many of these retail expenses. Selling and administrative expenses at the retail segment include, and are primarily related to, rent and occupancy costs, employee costs and depreciation.

## Other

The majority of the Company's other net sales are generated by Florsheim Australia. Florsheim Australia's net sales were up 7\%. However, in local currency, sales were down 3\% compared with last year. The increase was caused by the weaker U.S. dollar relative to the Australian dollar this year. Florsheim Europe’s sales were down 7\% this year due to the closing of its retail store in Dusseldorf, Germany at the end of 2010, as well as decreased wholesale shipments this year. Collectively, other earnings from operations were flat. Florsheim Australia's earnings from operations increased $\$ 100,000$ due to higher gross earnings as a percent of net sales. This increase was, however, offset by a $\$ 100,000$ decrease in earnings from operations at Florsheim Europe.

## Other income and expense and taxes

Interest expense increased this year due to the additional short-term borrowings this year associated with the acquisition of Bogs. See Note 2. The Company's effective tax rate in the quarter ended March 31, 2011 was $34.7 \%$ compared with $34.4 \%$ in the same period last year.

## LIQUIDITY AND CAPITAL RESOURCES

The Company's primary source of liquidity is its cash, short-term marketable securities and its revolving line of credit. During the first three months of 2011, the Company generated $\$ 2.8$ million in cash from operating activities compared with $\$ 2.0$ million last year. This year the Company used cash of approximately $\$ 30.8$ million for its acquisition of Bogs which includes $\$ 3.8$ million to repay the debt assumed as part of the acquisition. The Company received net bank borrowings of approximately $\$ 29$ million to fund the Bogs acquisition. Capital expenditures were $\$ 654,000$ in the first quarter of 2011 compared with $\$ 385,000$ last year. The Company expects annual capital expenditures for 2011 to be between $\$ 2.0$ and $\$ 3.0$ million.

The Company paid cash dividends of $\$ 1.8$ million and $\$ 1.7$ million during the three months ended March 31, 2011 and 2010, respectively.

The Company continues to repurchase its common stock under its share repurchase program when the Company believes market conditions are favorable. During the first quarter of 2011, the Company repurchased 13,252 shares at a total cost of $\$ 304,600$. The Company currently has 1,271,301 shares available under its previously announced buyback program. See Part II, Item 2, "Unregistered Sales of Equity Securities and Use of Proceeds" below for more information.

At March 31, 2011, the Company had a $\$ 50.0$ million borrowing facility. At the end of the first quarter, there was $\$ 22.0$ million of non-rated commercial paper outstanding at an average interest rate of $1.45 \%$ plus an issuance fee of 25 basis points and $\$ 12.0$ million of bank borrowings outstanding at an average interest rate of $3.5 \%$. The Company's borrowing facility includes one financial covenant that specifies a minimum level of net worth. The Company was in compliance with the covenant at March 31, 2011. The facility expired on April 30, 2011, and was renewed for another term that expires April 30, 2012. Under the new facility, the interest rate on bank borrowings was changed to LIBOR plus 175 basis points, which is currently $2.0 \%$.

As part of the Bogs acquisition, the Company recorded its fair value estimate of the contingent payments of $\$ 9.8$ million within other long-term liabilities on the Consolidated Balance Sheet at March 31, 2011. The initial estimate of the fair value of the contingent payments was based on a probability-weighted model, and is subject to change. Any changes within the 12 months following the acquisition date will be reflected within the final valuation of the purchase price. Any changes thereafter will be recognized in earnings. A change in the fair value of the contingent payments could have a material effect on the Company's earnings and financial position.

The Company will continue to evaluate the best uses for its excess cash, including continued stock repurchases and additional acquisitions.

The Company believes that available cash and marketable securities, cash provided by operations, and available borrowing facilities will provide adequate support for the cash needs of the business.

There have been no material changes from those reported in the Company's Annual Report on Form 10-K for the year ended December 31, 2010.

Item 4. Controls and Procedures
The Company maintains disclosure controls and procedures designed to ensure that the information the Company must disclose in its filings with the Securities and Exchange Commission is recorded, processed, summarized and reported on a timely basis. The Company's Chief Executive Officer and Chief Financial Officer have reviewed and evaluated the Company's disclosure controls and procedures as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended (the "Exchange Act") as of the end of the period covered by this report (the "Evaluation Date"). Based on such evaluation, such officers have concluded that, as of the Evaluation Date, the Company's disclosure controls and procedures are effective in bringing to their attention on a timely basis material information relating to the Company required to be included in the Company's periodic filings under the Exchange Act. Such officers have also concluded that, as of the Evaluation Date, the Company's disclosure controls and procedures are effective in accumulating and communicating information in a timely manner, allowing timely decisions regarding required disclosures.

There have been no significant changes in the Company's internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) that occurred during the Company's most recent fiscal quarter that have materially affected, or are reasonably likely to materially affect, the Company's internal control over financial reporting, except for the change discussed under "Change in Internal Control over Financial Reporting," below.

## Change in Internal Control over Financial Reporting

On March 2, 2011, the Company acquired $100 \%$ of the outstanding shares of Bogs. See Note 2. The Company is currently integrating policies, processes, people, technology and operations for the combined companies. Management will continue to evaluate its internal control over financial reporting as it executes its integration activities.

# PART II. OTHER INFORMATION 

Item 1. Legal Proceedings
None

Item 1A. Risk Factors

There have been no material changes in the Company's risk factors from those disclosed in the Company's Annual Report on Form 10-K for the year ended December 31, 2010.

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

The table below presents information pursuant to Item 703(a) of Regulation S-K regarding the repurchase of the Company's common stock by the Company in the three month period ended March 31, 2011.

| Period | Total <br> Number of Shares Purchased | Average <br> Price <br> Paid <br> Per Share |  | Total Number of Shares Purchased as Part of the Publicly Announced Program | Maximum Number of Shares that May Yet Be Purchased Under the Program |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1/1/11-1/31/11 | 7,488 | \$ | 22.98 | 7,488 | 1,277,065 |
| 2/1/11-2/28/11 | - | \$ | - | - | 1,277,065 |
| 3/1/11-3/31/11 | 5,764 | \$ | 22.99 | 5,764 | 1,271,301 |
| Total | 13,252 | \$ | 22.99 | 13,252 |  |

Item 6. Exhibits
See the Exhibit Index included herewith for a listing of exhibits.

## SIGNATURE

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.

WEYCO GROUP, INC.

May 6, 2011
Date
/s/ John F. Wittkowske
John F. Wittkowske
Senior Vice President and
Chief Financial Officer

WEYCO GROUP, INC.
(THE "REGISTRANT")
(COMMISSION FILE NO. 0-9068)
EXHIBIT INDEX
TO
CURRENT REPORT ON FORM 10-Q
FOR THE QUARTERLY PERIOD ENDED March 31, 2011


## FIFTH AMENDMENT TO SECOND AMENDED AND RESTATED CREDIT AGREEMENT

THIS FIFTH AMENDMENT TO SECOND AMENDED \& RESTATED CREDIT AGREEMENT (the "Amendment") is made and entered into as of this 7 " day of April, 2011, by and between WEYCO GROUP, INC., a Wisconsin corporation (the "Borrower") and M\&I MARSHALL \& ILSLEY BANK (the "Bank"). All terms not otherwise defined herein shall have the meaning assigned to such terms in the Second Amended and Restated Credit Agreement by and between the Borrower and the Bank, dated as of April 28, 2006, as amended by that certain First Amendment to Second Amended \& Restated Credit Agreement dated as of April 30, 2007, as amended by that certain Second Amendment to Second Amended \& Restated Credit Agreement dated as of April 30, 2008, as amended by that Third Amendment to Second Amended \& Restated Credit Agreement dated as of April 30, 2009, as amended by that Fourth Amendment to Second Amended \& Restated Credit Agreement dated as of April 30, 2010, and as may be further amended, restated or otherwise modified from time to time (the "Agreement").

## RECITALS

The Borrower has requested that the Bank extend the maturity of the Revolving Line of Credit. The Bank has agreed to such extension, subject to the other terms and conditions contained herein.

## AGREEMENT

Now, therefore, the parties hereto agree as follows:

## 1. Amendment to Definitions.

(a) The definition of "Adjusted LIBOR Rate" is amended by deleting the following: "; provided, however, at no time shall the Adjusted LIBOR Rate be less than three and one half percent (3.5\%)." and inserting a period therein.
(b) The definition of "LIBOR Margin" is amended and restated to read as follows:
"LIBOR Margin" shall mean one hundred seventy-five (175) basis points.
(c) The definition for "Revolving Loan Maturity Date" is amended by replacing the date of "April 30, 2011" with the date "April 30, 2012."
2. Amendment to Subsection 1.1(b)(i). The last sentence of Subsection 1.1(b)(i) of the Agreement is deleted and replaced with the following: "Interest under the Prime Rate Loans shall be payable on the last Business Day of each month and on the Revolving Loan Maturity Date."
3. Amendment to Subsection 1.1(b)(ii). The last sentence of Subsection 1.1(b)(ii) is deleted in its entirety.
4. Addition of Subsection 1.1 (b)(iii). Subsection 1.1 (b)(iii) is added to the Agreement as follows:
(iii) Calculation of Interest. Interest is computed on a $365 / 360$ basis; that is, by applying the ratio of the interest rate over a year of 360 days, multiplied by the outstanding principal balance, multiplied by the actual number of days the principal balance is outstanding. All interest payable under the Master Note is computed using this method. This calculation method results in a higher effective interest rate than the numeric interest rate stated hereunder.
5. Amendment of Subsection 5.1(a)(i). Subsection 5.1(a)(i) of the Agreement is amended and restated in its entirety to read as follows:
(i) Permit Net Worth at the end of each fiscal quarter to be less than One Hundred Thirty Two Million Eight Hundred Fifty Thousand and 00/100 Dollars ( $\$ 132,850,000.00$ ).
7. Amendment to Subsection 5.1(j). Subsection 5.1(j) of the Agreement is deleted in its entirety.
8. Conditions Precedent. This Amendment shall become effective upon satisfaction of the conditions set forth in subsections 3 (b) and 3 (c), below, and receipt by Bank of the items set forth in subsections 3 (a) below:
(a) Two (2) copies of this Amendment duly executed by the Borrower and Bank.
(b) The representations and warranties made by the Borrower herein, in any of the Credit Documents, or in any certificate, document, financial statement or other statement delivered hereunder are true as of the date hereof.
(c) No Default or Event of Default has occurred and remains uncured as of the effective date hereof nor will occur upon the consummation of the transactions contemplated herein.

## 4. Miscellaneous.

(a) As provided in Subsection 10.1(f) of the Agreement, the Borrower shall pay or reimburse the Bank for all of its out-of-pocket costs and expenses incurred in connection with this Amendment, including the fees and disbursements of counsel to the Bank, for the preparation hereof and expenses incurred in connection herewith.
(b) After the date of this Amendment, each reference in the Agreement to "this Agreement" and each reference in each of the Credit Documents to the "Credit Agreement" shall be deemed a reference to the Agreement as amended by this Amendment.
(c) This Amendment is being delivered and is intended to be performed in the State of Wisconsin and shall be construed and enforced in accordance with the laws of Wisconsin without regard for the principals of conflicts of law.
(d) Except as expressly modified or amended herein, the Agreement shall continue in effect and shall continue to bind the parties hereto. This Amendment is limited to the terms and conditions hereof and shall not constitute a modification, acceptance or waiver of any other provision of the Agreement.
(e) This Amendment may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.
[The remainder of this page is left intentionally blank.
Counterpart signature pages to follow.]

IN WITNESS WHEREOF, the parties hereto have executed this Fifth Amendment to Second Amended and Restated Credit Agreement, to be effective as of the date first written above.

## BORROWER:



John Wittkowske, Senior Vice President \& CFO

IN WITNESS WHEREOF, the parties hereto have executed this Fifth Amendment to Second Amended and Restated Credit Agreement, to be effective as of the date first written above.

BANK:

M\&I MARSHALL \& ILSLEY BANK


Pursuant to the terms and conditions of the Company's 2011 Incentive Plan (the "Plan"), you have been granted an Incentive Stock Option to purchase $\qquad$ shares of stock as outlined below.

Granted To: Employee Name

Grant Date: $m m / d d / y y y y$
Granted: \#\#
Grant Price: \$\#\#
Total Cost to Exercise: \$\#\#
Expiration Date: mm/dd/yyy
Vesting Schedule:

By my signature below, I hereby acknowledge receipt of this Grant on the date shown above, which has been issued to me under the terms and conditions of the Plan. I further acknowledge receipt of the copy of the Plan and agree to conform to all of the terms and conditions of the Grant and the Plan.

Signature: $\qquad$ Date: $\qquad$

Pursuant to the terms and conditions of the Company's 2011 Incentive Plan (the "Plan"), you have been granted a Non-Qualified Stock Option to purchase $\qquad$ shares of stock as outlined below.

Granted To: Employee Name

Grant Date: mm/dd/yyyy
Granted: \#\#
Grant Price: \$\#\#
Total Cost to Exercise: \$\#\#
Expiration Date: mm/dd/yyy
Vesting Schedule:

By my signature below, I hereby acknowledge receipt of this Grant on the date shown above, which has been issued to me under the terms and conditions of the Plan. I further acknowledge receipt of the copy of the Plan and agree to conform to all of the terms and conditions of the Grant and the Plan.

Signature: $\qquad$ Date: $\qquad$

Pursuant to the terms and conditions of the Company's 2011 Incentive Plan (the "Plan"), you have been granted a Restricted Stock Award for $\qquad$ shares of stock as outlined below.

## Granted To: Employee Name

Grant Date: $m m / d d / y y$
Granted: \#\#
Grant Price: \$\#\#
Vesting Schedule:

By my signature below, I hereby acknowledge receipt of this Grant on the date shown above, which has been issued to me under the terms and conditions of the Plan. further acknowledge receipt of the copy of the Plan and agree to conform to all of the terms and conditions of the Grant and the Plan.

Signature: $\qquad$

Date: $\qquad$

## CERTIFICATION

I, Thomas W. Florsheim, Jr., certify that:

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

Date: May 6, 2011

## CERTIFICATION

I, John F. Wittkowske, certify that:

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

Date: May 6, 2011

## /s/ John F. Wittkowske

John F. Wittkowske
Principal Financial Officer

## CERTIFICATION OF PERIODIC FINANCIAL REPORTS

We, Thomas W. Florsheim, Jr., Chief Executive Officer, and, John F. Wittkowske, Chief Financial Officer, of Weyco Group, Inc. each certify, pursuant to Section 906 of the SarbanesOxley Act of 2002, that, to the best of our knowledge:
(1) the Periodic Report on Form 10-Q for the quarter ended March 31, 2011, (the "Periodic Report") to which this statement is an exhibit fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m or 78o(d)) and
(2) the information contained in the Periodic Report fairly presents, in all material respects, the financial condition and results of operations of Weyco Group, Inc.

Dated: May 6, 2011
/s/ Thomas W. Florsheim, Jr.
Thomas W. Florsheim, Jr.
Chief Executive Officer
/s/ John F. Wittkowske
John F. Wittkowske
Chief Financial Officer

A signed original of this written statement required by Section 906, or other document authenticating, acknowledging, or otherwise adopting the signature that appears in type form within the electronic version of this written statement required by Section 906, has been provided to Weyco Group, Inc. and will be retained by Weyco Group, Inc. and furnished to the Securities and Exchange Commission or its staff upon request.

