

THOR INDUSTRIES INC
Form 10-K
September 20, 2018
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UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D. C. 20549

FORM 10-K

(Mark one)

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

For the fiscal year ended July 31, 2018

or

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

For the transition period from _____ to _____

Commission file number 001-09235

THOR INDUSTRIES, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of incorporation or organization)

93-0768752
(I.R.S. Employer Identification Number)

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Backlog represents unfilled dealer orders on a particular day which can and do fluctuate on a seasonal basis. The manufacturing time in the recreational vehicle business is relatively short. The existing backlog of towable and motorized recreational vehicles is expected to be filled in fiscal 2019.

achieve the intended efficiencies, which could have a material adverse effect on our operating results and financial condition.

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78.9% for fiscal 2017 compared to 77.7% for fiscal 2016. This increase in percentage was primarily the result of increases in both the material and freight-out percentages to sales due to changes in product mix, which is partially attributable to the acquisition of Jayco. There was also a modest increase in labor costs due to both the current competitive RV labor market and training an increasing workforce. Total manufacturing overhead increased \$102,037 with the increase in sales, but decreased slightly as a percentage of towables net sales from 5.9% to 5.8%.

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Company's towables and motorized segments, which are consummated at established transfer prices generally consistent with the selling prices of extrusion components to third party customers.

All manufacturing is conducted in the United States. Total assets include those assets used in the operation of each reportable and non-reportable segment, and the Corporate assets consist primarily of cash and cash equivalents and deferred income tax assets.

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Total recreational vehicles	119,964	114,478	48,680
Other	8,440	1,157	2,799
Corporate	8,902	2,120	2,495
Total	\$ 137,306	\$ 117,755	\$ 53,974

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Changes in the carrying amount of goodwill by reportable segment as of July 31, 2018 and 2017 are summarized as follows:

	Towables	Motorized	Other	Total
Net balance as of July 31, 2016	\$ 334,822	\$	\$ 42,871	\$ 377,693
Fiscal year 2017 activity:				
No activity				
Net balance as of July 31, 2017	\$ 334,822	\$	\$ 42,871	\$ 377,693
Fiscal year 2018 activity:				
No activity				
Net balance as of July 31, 2018	\$ 334,822	\$	\$ 42,871	\$ 377,693

The components of the net balance as of July 31, 2018 are summarized as follows:

	Towables	Motorized	Other	Total
Goodwill	\$ 343,935	\$ 17,252	\$ 42,871	\$ 404,058
Accumulated impairment charges	(9,113)	(17,252)		(26,365)
Net balance as of July 31, 2018	\$ 334,822	\$	\$ 42,871	\$ 377,693

8. EQUITY INVESTMENT

On February 15, 2018, the Company announced the formation of a joint venture with Tourism Holdings Limited (*thl*) called TH2connect, LLC (TH2). The Company and *thl* each have a 50% ownership position in TH2 and equal representation on the board of directors of TH2. The Company contributed cash totaling \$46,902 to TH2 in early March 2018 while *thl* contributed various assets with the same approximate fair value. The Company's investment in TH2 was funded entirely from cash on hand. In accordance with the operating agreement, TH2's future capital needs, which are not expected to be material to the Company, will be funded proportionally by *thl* and the Company, and an additional \$3,500 was contributed to TH2 by both Thor and *thl* in June 2018.

The Company's investment in TH2 is accounted for under the equity method of accounting. The Company's share of the losses of this investment, which are included in Other income (expense), net in the Consolidated Statements of Income and Comprehensive Income, was \$1,939 in fiscal 2018. The results of this joint venture are recorded on a one-month lag basis, and the fiscal 2018 total reflects the results of operations for the four months ended June 30, 2018 since the formation of the joint venture.

TH2 was formed to own, improve and sell innovative and comprehensive digital applications through a platform designed for the global RV industry. TH2 will offer a variety of products focused on enhancing the enjoyment, safety, connectivity and convenience of RV ownership and use.

9. CONCENTRATION OF RISK

One dealer, FreedomRoads, LLC, accounted for 20% of the Company's consolidated net sales in fiscal 2018, fiscal 2017 and fiscal 2016. This dealer also accounted for 26% of the Company's consolidated trade accounts receivable at July 31, 2018 and 30% at July 31, 2017. The loss of this dealer could have a significant effect on the Company's business and the results of its operations.

10. INVESTMENTS AND FAIR VALUE MEASUREMENTS

The Company assesses the inputs used to measure the fair value of certain assets and liabilities using a three level hierarchy, as prescribed in ASC 820, Fair Value Measurements and Disclosures. Level 1 inputs include quoted prices in active markets for identical assets or liabilities and

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are the most observable. Level 2 inputs include inputs other than Level 1 that are either directly or indirectly observable, such as quoted market prices for similar but not identical assets or liabilities, quoted prices in inactive markets or other inputs that can be corroborated by observable market data. Level 3 inputs are not observable, are supported by little or no market activity and include management's judgments about the assumptions market participants would use in pricing the asset or liability.

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The financial assets that were accounted for at fair value on a recurring basis at July 31, 2018 and July 31, 2017, all using Level 1 inputs, are as follows:

	July 31, 2018	July 31, 2017
Cash equivalents	\$ 230,319	\$ 176,663
Deferred compensation plan assets	\$ 43,316	\$ 28,095

Cash equivalents represent investments in government and other money market funds traded in an active market, and are reported as a component of Cash and cash equivalents in the Consolidated Balance Sheets.

Deferred compensation plan assets represent investments in securities (primarily mutual funds) traded in an active market held for the benefit of certain employees of the Company as part of a deferred compensation plan. Deferred compensation plan asset balances are recorded as components of Other long-term assets in the Consolidated Balance Sheets. An equal and offsetting liability is also recorded in regards to the deferred compensation plan as a component of Other long-term liabilities in the Consolidated Balance Sheets. Changes in the fair value of the plan assets and the related liability are reflected in Other income, net and Selling, general and administrative expenses, respectively, in the Consolidated Statements of Income and Comprehensive Income.

11. PRODUCT WARRANTY

The Company generally provides retail customers of its products with a one-year or two-year warranty covering defects in material or workmanship, with longer warranties on certain structural components. The Company records a liability based on its best estimate of the amounts necessary to settle future and existing claims on products sold as of the balance sheet date. Factors used in estimating the warranty liability include a history of units sold, existing dealer inventory, average cost incurred and a profile of the distribution of warranty expenditures over the warranty period. Management believes that the warranty liabilities are appropriate. However, actual claims incurred could differ from estimates, requiring adjustments to the liabilities. Warranty liabilities are reviewed and adjusted as necessary on at least a quarterly basis.

Changes in our product warranty liabilities are as follows:

	2018	2017	2016
Beginning balance	\$ 216,781	\$ 201,840	\$ 108,206
Provision	259,845	195,799	114,119
Payments	(211,698)	(180,858)	(110,092)
Acquisitions			89,607
Ending balance	\$ 264,928	\$ 216,781	\$ 201,840

12. LONG-TERM DEBT

The Company has a five-year credit agreement, which was entered into on June 30, 2016 and matures on June 30, 2021. The agreement provides for a \$500,000 asset-based revolving credit facility and a \$100,000 expansion option, subject to certain conditions. There were no borrowings outstanding on this facility at July 31, 2018 and \$145,000 of borrowings outstanding at July 31, 2017. Borrowings are subject to a variable pricing structure which can result in increases or decreases to the interest rate. Under the terms of the credit agreement, the Company can elect to borrow funds under two different structures. The first option is a variable interest rate based upon the prime rate plus a pricing spread (Base Rate). The second option is a variable interest rate based upon the London Interbank Offered Rate plus a pricing spread (LIBOR Rate). Depending on the Company's borrowing availability as a percentage of the revolving credit commitment, pricing spreads can range from 1.25% to 1.75% in the case of loans bearing interest at the LIBOR Rate, and from 0.25% to 0.75% for loans bearing interest at the Base Rate.

As of July 31, 2017, all of the \$145,000 in outstanding borrowings were loans bearing interest at the LIBOR Rate, and the borrowing spread on those loans was 1.50%, resulting in a total rate of approximately 2.72%. The revolving credit facility, which is secured by substantially all of the Company's tangible and intangible assets excluding real property, contains customary limits and restrictions concerning investments, sales of assets, liens on assets, stock repurchases and dividend and other payments depending on adjusted excess cash availability as defined in the agreement and summarized below. The terms of the facility permit prepayment without penalty at any time, subject to customary breakage costs

relative to the LIBOR-based loans.

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Borrowing availability under the credit agreement is limited to the lesser of the facility total and the monthly calculated borrowing base, which is based on stipulated loan percentages applied to specified assets of the Company. The credit agreement has no financial covenant restrictions for borrowings as long as the Company has adjusted excess availability under the facility that exceeds 10% of the lesser of the line commitment or the borrowing base total, with a floor of \$40,000. As of July 31, 2018, the available and unused credit line under the revolver was \$495,657, and the Company was in compliance with the financial covenant in the credit agreement.

In fiscal 2018, total LIBOR Rate and Base Rate interest expense on the facility was \$1,939 and the weighted-average interest rate on borrowings from the facility was 2.82%. In fiscal 2017, total LIBOR Rate and Base Rate interest expense on the facility was \$7,002 and the weighted-average interest rate on borrowings from the facility was 2.34%. The Company incurred fees to secure the facility of \$7,850 in fiscal 2016, and those fees are being amortized ratably over the five-year term of the agreement, or a shorter period if the credit agreement period is shortened for any reason. The Company recorded charges related to the amortization of these fees, which are reflected in interest expense, of \$1,570 in both fiscal 2018 and fiscal 2017 and \$131 in fiscal 2016. The unamortized balances of these facility fees were \$4,579 at July 31, 2018 and \$6,149 at July 31, 2017 and are included in Other long-term assets in the Consolidated Balance Sheets.

The carrying value of the Company's long-term debt at July 31, 2017 approximated fair value as the entire balance was subject to variable market interest rates that the Company believed were market rates for a similarly situated Company. The fair value of debt is largely estimated using level 2 inputs as defined by ASC 820 and discussed in [Note 10](#) to the Consolidated Financial Statements.

13. INCOME TAXES

The components of the provision (benefit) for income taxes from continuing operations are as follows:

	2018	July 31, 2017	2016
Income Taxes:			
Federal	\$ 166,402	\$ 200,370	\$ 126,846
State and local	21,025	20,941	12,716
Total current expense	187,427	221,311	139,562
Federal	17,820	(37,033)	(13,079)
State and local	(2,369)	(2,146)	(1,192)
Total deferred expense (benefit)	15,451	(39,179)	(14,271)
Total income tax expense	\$ 202,878	\$ 182,132	\$ 125,291

The Tax Cuts and Jobs Act (the Tax Act) was signed into law on December 22, 2017. Under the Tax Act, the federal corporate income tax rate has been reduced from 35.0% to 21.0% starting January 1, 2018, which results in the use of a blended federal corporate income tax rate of 26.9% for the Company's 2018 fiscal year. Other significant changes to corporate taxation most relevant to the Company include accelerated expensing for certain business assets, the repeal of the domestic production deduction, additional limitations on the deductibility of interest expense and expanded limitations on the deductibility of executive compensation.

The SEC staff issued SAB 118, which provides guidance on accounting for the tax effects of the Tax Act for which the accounting under ASC 740 is incomplete. The rules allow for a measurement period of up to one year after the enactment date of the Tax Act to finalize the recording of the related tax impacts. To the extent that a company's accounting for certain income tax effects of the Tax Act is incomplete but it is able to determine a reasonable estimate, it must record a provisional estimate in the financial statements. Accordingly, as of July 31, 2018 we have not completed our accounting for the tax effects of the Tax Act. For the fiscal year ended July 31, 2018, the Company has recorded a provisional amount of \$34,000 of additional deferred income tax expense related to the re-measurement of our net deferred tax assets using its best estimates based on reasonable and supportable assumptions and information as of the reporting date. The Company recorded a provisional amount of \$2,000 in the fourth quarter of fiscal 2018 of additional income tax expense as a result of recent guidance from the Internal Revenue Service related to limitations on the deductibility of executive compensation as provided under the Tax Act. The Company is still analyzing the impacts of the Tax Act which could potentially affect the measurement of the deferred tax balances.

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While the effective date of most of the provisions of the Tax Act do not apply until fiscal 2019, the Company will continue its assessment of the impact of the Tax Act on the business throughout the one year measurement period as provided by SAB 118. The amounts recorded as of July 31, 2018 are subject to adjustment as further guidance becomes available, additional facts become known or estimation approaches are refined.

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The differences between income taxes at the federal statutory rate and the actual income taxes are as follows:

	2018	July 31, 2017	2016
Provision at federal statutory rate	\$ 170,095	\$ 194,735	\$ 134,160
State and local income taxes, net of federal benefit	14,255	11,021	6,599
Federal income tax credits and incentives	(3,518)	(3,228)	(4,194)
Domestic production activities deduction	(16,175)	(19,527)	(12,609)
Change in uncertain tax positions	396	375	611
Effect of U.S. federal tax reform	38,620		
Other	(795)	(1,244)	724
Total income tax expense	\$ 202,878	\$ 182,132	\$ 125,291

Under Internal Revenue Code Section 15(a), companies are required to calculate their federal statutory tax rate by using a blended rate based on the date of enactment of the Tax Act. The federal blended rate for the Company is 26.9% for fiscal 2018.

A summary of deferred income taxes is as follows:

	2018	July 31, 2017
Deferred income tax asset (liability):		
Inventory basis	\$ 922	\$ 1,460
Employee benefits	3,427	6,471
Self-Insurance Reserves	6,368	9,940
Accrued product warranties	62,332	73,393
Accrued incentives	5,235	6,175
Sales returns and allowances	1,741	2,340
Accrued expenses	1,905	3,399
Property, plant and equipment	(9,060)	(8,151)
Deferred compensation	12,864	14,556
Intangibles	(9,151)	(17,184)
Unrecognized tax benefits	2,581	3,925
Other	(720)	(3,355)
Deferred income tax asset, net	\$ 78,444	\$ 92,969

As of July 31, 2018, the Company has \$996 of state tax credit carry forwards that expire from fiscal 2027-2028 of which the Company expects to realize prior to expiration. In addition, the Company has \$9,141 of gross state tax Net Operating Loss (NOL) carry forwards that expire from fiscal 2019-2038 that the Company does not expect to realize and therefore has been fully reserved. The deferred tax asset of \$525 associated with the state tax NOL carry forwards and the related equal and offsetting valuation allowance are not reflected in the table above.

Unrecognized Tax Benefits

The benefits of tax positions reflected on income tax returns but whose outcome remains uncertain are only recognized for financial accounting purposes if they meet minimum recognition thresholds. The total amount of unrecognized tax benefits that, if recognized, would have impacted the Company's effective tax rate were \$10,491 for fiscal 2018, \$8,477 for fiscal 2017 and \$8,886 for fiscal 2016.

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Changes in the unrecognized tax benefit during fiscal years 2018, 2017 and 2016 were as follows:

	2018	2017	2016
Beginning balance	\$ 12,671	\$ 13,269	\$ 13,156
Tax positions related to prior years:			
Additions	353	75	1,546
Reductions	(2,203)	(1,510)	(920)
Tax positions related to current year:			
Additions	3,629	3,853	3,123
Settlements	(192)	(1,450)	(956)
Lapses in statute of limitations	(1,254)	(1,566)	(2,680)
Ending balance	\$ 13,004	\$ 12,671	\$ 13,269

It is the Company's policy to recognize interest and penalties accrued relative to unrecognized tax benefits in income tax expense. The total amount of liabilities accrued for interest and penalties related to unrecognized tax benefits as of July 31, 2018 and 2017 were \$1,290 and \$1,209, respectively. The total amount of interest and penalties expense (benefit) recognized in the Consolidated Statements of Income and Comprehensive Income for the fiscal years ended July 31, 2018, 2017 and 2016 were \$203, \$(218) and \$(231), respectively.

The total unrecognized tax benefits above, along with the related accrued interest and penalties, are reported within the liability section of the Consolidated Balance Sheets. A portion of the unrecognized tax benefits is classified as short-term and is included in the Income and other taxes line of the Consolidated Balance Sheets, while the remainder is classified as a long-term liability.

The components of total unrecognized tax benefits are summarized as follows:

	July 31,	
	2018	2017
Unrecognized tax benefits	\$ 13,004	\$ 12,671
Reduction to unrecognized tax benefits for tax credit carry forward	(955)	(1,882)
Accrued interest and penalties	1,290	1,209
Total unrecognized tax benefits	\$ 13,339	\$ 11,998
Short-term, included in Income and other taxes	\$ 893	\$ 1,735
Long-term	12,446	10,263
Total unrecognized tax benefits	\$ 13,339	\$ 11,998

The Company anticipates a decrease of approximately \$2,300 in unrecognized tax benefits and \$450 in interest during fiscal 2019 from expected settlements or payments of uncertain tax positions and lapses of the applicable statutes of limitations. Actual results may differ from these estimates.

Generally, fiscal years 2015-2017 remain open for federal income tax purposes and fiscal years 2013-2017 remain open for state and Canadian income tax purposes. The Company and its subsidiaries file a consolidated U.S. federal income tax return and multiple state income tax returns. The Company recently completed an exam by the state of Indiana for the years ended July 31, 2013 through 2015. A formal protest has been submitted in response to the exam. The Company believes it has adequately reserved for its exposure to additional payments for uncertain tax positions related to its State of Indiana income tax returns in its liability for unrecognized tax benefits.

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The Company is contingently liable under terms of repurchase agreements with financial institutions providing inventory financing for certain dealers of certain of its RV products. These arrangements, which are customary in the RV industry, provide for the repurchase of products sold to dealers in the event of default by the dealer on their agreement to pay the financial institution. The repurchase price is generally determined by the original sales price of the product and pre-defined curtailment arrangements. The Company typically resells the repurchased product at a discount from its repurchase price. The risk of loss from these agreements is spread over numerous dealers. In addition to the guarantee under these repurchase agreements, the Company may also be required to repurchase inventory relative to dealer terminations in certain states in accordance with state laws or regulatory requirements. The repurchase activity related to dealer terminations in certain states has historically been insignificant in relation to our repurchase obligation with financial institutions.

The Company's total commercial commitments under standby repurchase obligations on dealer inventory financing as of July 31, 2018 and July 31, 2017 were \$2,748,465 and \$2,200,544, respectively. The commitment term is generally up to eighteen months.

The Company accounts for the guarantee under repurchase agreements of dealers' financing by deferring a portion of the related product sale that represents the estimated fair value of the guarantee at inception. The estimated fair value takes into account an estimate of the losses that may be incurred upon resale of any repurchases. This estimate is based on recent historical experience supplemented by the Company's assessment of current economic and other conditions affecting its dealers. This deferred amount is included in the repurchase and guarantee reserve balances of \$7,400 and \$6,345 as of July 31, 2018 and July 31, 2017, respectively, which are included in Other current liabilities in the Consolidated Balance Sheets.

Losses incurred related to repurchase agreements that were settled in the past three fiscal years were not material. Based on current market conditions, the Company believes that any future losses under these agreements will not have a significant effect on the Company's consolidated financial position, results of operations or cash flows.

Legal Matters

The Company is involved in certain litigation arising out of its operations in the normal course of its business, most of which is based upon state lemon laws, warranty claims and vehicle accidents (for which the Company carries insurance above a specified self-insured retention or deductible amount). The outcomes of legal proceedings and claims brought against the Company are subject to significant uncertainty. There is significant judgment required in assessing both the probability of an adverse outcome and the determination as to whether an exposure can be reasonably estimated. In management's opinion, the ultimate disposition of any current legal proceedings or claims against the Company will not have a material effect on the Company's financial condition, operating results or cash flows. Litigation is, however, inherently uncertain and an adverse outcome from such litigation could have a material effect on the operating results of a particular reporting period.

15. LEASES

The Company has operating leases principally for land, buildings and equipment and also leases certain real estate and transportation equipment under various capital leases expiring between 2018 and 2028. Future minimum rental payments required under capital and operating leases as of July 31, 2018 are as follows:

	Capital Leases	Operating Leases
For the fiscal year ending July 31, 2019	\$ 977	\$ 2,301
For the fiscal year ending July 31, 2020	974	1,544
For the fiscal year ending July 31, 2021	993	1,259
For the fiscal year ending July 31, 2022	1,015	1,046
For the fiscal year ending July 31, 2023	1,037	1,011
For the fiscal year ending July 31, 2024 and thereafter	4,098	6,723
Total minimum lease payments	9,094	\$ 13,884
Less amount representing interest	(2,999)	

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Present value of net minimum capital lease payments	6,095
Less current portion	(410)
Long-term capital lease obligations	\$ 5,685

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The current portion of capital lease obligations are included in Other current liabilities and the long-term capital lease obligations are included in Other long-term liabilities, respectively, in the Consolidated Balance Sheets.

Rent expense for the fiscal years ended July 31, 2018, 2017 and 2016 was \$3,804, \$3,560 and \$3,757, respectively.

16. EMPLOYEE BENEFIT PLANS

Substantially all non-highly compensated employees are eligible to participate in a 401(k) plan. The Company may make discretionary contributions to the 401(k) plan according to a matching formula determined by each operating subsidiary. Total expense for the plan was \$2,689 in fiscal 2018, \$1,797 in fiscal 2017 and \$917 in fiscal 2016.

The Company has established a deferred compensation plan for highly compensated employees who are not eligible to participate in a 401(k) plan. This plan allows participants to defer a portion of their compensation and to direct the Company to invest the funds in mutual fund investments held by the Company. Participant benefits are limited to the value of the investments held on their behalf. Investments held by the Company are accounted for at fair value and reported as Other long-term assets, and the equal and offsetting obligation to the participants is reported as Other long-term liabilities in the Consolidated Balance Sheets. Changes in the fair value of the plan assets and the related deferred liability are both recorded through the Consolidated Statements of Income and Comprehensive Income. The Company does not make contributions to the plan. The balance of investments held in this plan, and the equal and offsetting long-term liability to the participants, was \$43,316 at July 31, 2018 and \$28,095 at July 31, 2017.

17. STOCKHOLDERS EQUITY

Stock-Based Compensation

The Board approved the Thor Industries, Inc. 2016 Equity and Incentive Plan (the 2016 Equity and Incentive Plan) on October 11, 2016 and the 2010 Equity Incentive Plan (the 2010 Equity Incentive Plan) on October 25, 2010. These plans were subsequently approved by shareholders at the 2016 and 2010 annual meetings, respectively. The maximum number of shares issuable under each of the 2016 Equity and Incentive Plan and the 2010 Equity and Incentive Plan is 2,000,000. As of July 31, 2018, the remaining shares available to be granted under the 2016 Equity and Incentive Plan are 1,669,452 and under the 2010 Equity Incentive Plan are 1,211,385. Awards may be in the form of options (incentive stock options and non-statutory stock options), restricted stock, restricted stock units, performance compensation awards and stock appreciation rights.

Restricted Stock Awards A summary of restricted stock award activity under the 2010 Equity and Incentive Plan for fiscal 2018, 2017 and 2016 is as follows:

	2018		2017		2016	
	Shares	Weighted-Average Grant Date	Shares	Weighted-Average Grant Date	Shares	Weighted-Average Grant Date
		Fair Value		Fair Value		Fair Value
Nonvested, beginning of year	1,899	\$ 32.36	5,806	\$ 31.36	9,713	\$ 31.16
Granted						
Vested	(1,899)	32.36	(3,907)	30.87	(3,907)	30.87
Forfeited						
Nonvested, end of year		\$ 1,899		\$ 32.36		\$ 5,806 31.36

In fiscal 2018, 2017 and 2016, the Company recorded expense for restricted stock awards under this Plan of \$0, \$101 and \$115, respectively. At July 31, 2018, there were no unrecognized future compensation costs related to restricted stock. This restricted stock vested evenly over 5 years from the date of grant.

During fiscal 2013, the Compensation and Development Committee of the Board (the Committee) approved a program to award restricted stock units (the RSU program) to certain employees at the operating subsidiary and corporate levels. In December 2016, the stockholders of the Company approved a new equity compensation plan that allows the RSU program to continue in subsequent years on similar terms, but now

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includes a double-trigger change in control provision. The double-trigger provision, which is applicable to awards granted in fiscal 2017 and subsequent years, stipulates that immediate vesting of an outstanding grant would occur only upon the occurrence of both a change in control, as defined by the plan, and a corresponding change in employment status.

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Under the RSU program, since 2012 the Committee has approved awards each October related to the financial performance of the most recently completed fiscal year. The awarded employee restricted stock units vest, and shares of common stock are issued, in equal installments on the first, second and third anniversaries of the date of grant. In addition, concurrent with the timing of the employee awards, the Nominating and Governance Committee of the Board has awarded restricted stock units to Board members that will vest, and shares of common stock will be issued, on the first anniversary of the date of the grant.

The fair value of the employee and Board member restricted stock units is determined using the Company's stock price on the date of grant. Total expense recognized in fiscal 2018, 2017 and 2016 for these restricted stock unit awards was \$17,000, \$12,399 and \$9,272 respectively.

Restricted Stock Units A summary of restricted stock unit activity during fiscal 2018, 2017 and 2016 is included below:

	2018		2017		2016	
	Weighted-Average Grant		Weighted-Average Grant		Weighted-Average Grant	
	Restricted Stock	Date	Restricted Stock	Date	Restricted Stock	Date
	Units	Fair Value	Units	Fair Value	Units	Fair Value
Nonvested, beginning of year	332,576	\$ 69.41	325,136	\$ 53.95	280,353	\$ 50.55
Granted	171,340	124.84	166,567	84.85	181,872	55.37
Vested	(168,714)	64.01	(157,315)	53.87	(133,758)	48.73
Forfeited	(6,771)	93.46	(1,812)	64.03	(3,331)	54.18
Nonvested, end of year	328,431	\$ 101.97	332,576	\$ 69.41	325,136	\$ 53.95

At July 31, 2018 there was \$21,993 of total unrecognized compensation costs related to restricted stock unit awards that is expected to be recognized over a weighted-average period of 2.23 years.

The Company recognized a tax benefit related to total stock-based compensation expense of \$4,930, \$4,625 and \$3,473 in fiscal 2018, 2017 and 2016, respectively.

Share Repurchase Program

On June 19, 2018, the Company's Board of Directors authorized Company management to utilize up to \$250,000 to purchase shares of the Company's common stock through June 19, 2020.

Under the share repurchase plan, the Company is authorized to repurchase, from time-to-time, outstanding shares of its common stock in the open market or in privately negotiated transactions. The timing and amount of share repurchases will be determined by the Company's management team based upon its evaluation of market conditions and other factors. The share repurchase plan may be suspended, modified or discontinued at any time, and the Company has no obligation to repurchase any amount of its common stock under the plan.

18. SUBSEQUENT EVENT

On September 18, 2018, the Company and the shareholders of Erwin Hymer Group SE (Erwin Hymer Group) announced that they entered into a definitive agreement for the Company to acquire Erwin Hymer Group. In accordance with the agreement, consideration to be paid to the sellers at closing will consist of approximately EUR 1.7 billion cash (\$2.0 billion at current exchange rate) and equity consisting of approximately 2.3 million shares of the Company. The Company will also assume responsibility for the debt of the Erwin Hymer Group of approximately EUR 300 million (\$350 million at current exchange rate).

The Erwin Hymer Group is headquartered in Bad Waldsee, Germany and is the largest RV manufacturer in Europe, by revenue. The transaction is subject to customary closing conditions, including regulatory approvals. The transaction is expected to close near the end of calendar year 2018.

The Company plans to finance the acquisition primarily through debt financing. In connection with the planned acquisition, the Company has obtained financing commitments for a 5 year, \$750 million asset-based credit facility and a 7 year, \$2.3 billion term loan.

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