

HAND-CUT  
STEAKS



Fall-Off  
The-Bone

RIBS

{made-from-scratch}  
SIDES



fresh-baked



bread



2015 ANNUAL REPORT



# Dear Partners,

At the University of North Carolina, I competed in the 3,000-meter steeplechase, which is an obstacle-filled endurance race. During each lap of the 1.875 mile race, runners are required to jump four, 3-foot barriers followed by a jump over a 12-foot pit filled with water!

Following the race and a few early stumbles, my coach, Joe Hilton, would say, "It's not how you start the race, it's how you finish that counts."

I think that quote sums up 2015 for Texas Roadhouse.

We started off the year with many obstacles, the biggest of which was a double-digit increase in beef prices as well as increased labor costs in a number of markets.

So, facing these obstacles, what did our operators do?

They focused on running our race, at our pace. What the heck does that mean? It means rather than let short-term barriers dictate how they operated, they kept focused on Legendary Food, Legendary Service. For example, they did not cut portion sizes, reduce our quality, take labor shortcuts, or come up with some other crazy B.S.

Instead, our 483 managing partners stayed focused, committed and disciplined and delivered \$1.8 billion in revenue. This was 14% higher than the prior year and represents our sixth consecutive year of positive comparable restaurant sales growth. That's pretty awesome. Additional highlights include:

- We opened 29 company restaurants and our franchise partners opened three restaurants.
- Restaurant margin, as a percentage of restaurant sales, decreased 30 basis points to 17.3%, primarily due to approximately 5% food cost inflation.
- Diluted earnings per share grew 11%.
- We paid \$46.2 million in dividends.
- We repurchased 321,789 shares of our common stock.
- We ended the year with cash of \$59.3 million and \$25.7 million of debt.

Having gone this far, I might as well keep up the track analogies.

With just seven locations, Bubba's 33 is still getting in shape. I believe we have all the elements to be successful; focused operators, made-from-scratch food and a really cool atmosphere. We just need a few more warm-up races, which is why we plan to open approximately seven Bubba's 33 restaurants in 2016.

Internationally, we have come out of the blocks pretty well. We currently have 10 locations in four countries. We have strong international partners and the wind is

at our back. For 2016, our franchise partners plan to open four to five international restaurants, including our first in the Philippines. We also recently signed a development agreement with a franchise partner in Mexico.

We will also open our 500th restaurant in 2016. We will briefly celebrate, but then move on because it's just a number; it's not the end of the race. Additional expectations for 2016 include:

- We will open approximately 30 company restaurants and our franchisees will open as many as six restaurants.
- Food cost deflation of 1% to 2%.
- A quarterly dividend of \$0.19 per share, which represents a 12% increase over the prior year and our fifth consecutive year of increasing dividends.

When you think about it, track & field and the restaurant industry have a lot in common. Both are team-oriented sports that also reward outstanding individual achievements.

At Texas Roadhouse, we believe in recognizing and rewarding outstanding achievement rather than giving "participation medals" and "juice boxes" to all.

Pat Ryan, our current Managing Partner of the Year, is a great example. Pat is a quiet man of character who leads by example. He is a Legendary teammate. His restaurant, which has served as a Training Store for 16 years, has been named Training Center of the Year three times. He has trained hundreds of fellow Roadies and made a huge impact on our company. Remember Pat, you were not "named" MP of the Year; you earned it!

Also, a shout out to Stephanie Faulkner, last year's Roadie of the Year. Stephanie started as a administrative assistant in 1999. She has worked her way up to our Treasury Cash Manager, overseeing millions of dollars and accounts Texas Roadhouse maintains. She's a strong role model of the Texas Roadhouse culture and leads by example.

Thanks also to our 48,000 Roadies, including our 330 Louisville-based Support Center employees who carry the Texas Roadhouse banner. I am proud to run alongside each of you and have you as my partner.

Remember, no matter what race you are running, it's important to be well prepared, stay focused, be a good teammate and keep having fun.

Keep on rockin'.



W. Kent Taylor  
Founder & Chairman, Chief Executive Officer



April 8, 2016

To our Shareholders:

You are cordially invited to attend the 2016 Annual Meeting of Shareholders of Texas Roadhouse, Inc. on Thursday, May 19, 2016. The meeting will be held at the Texas Roadhouse Support Center, 6040 Dutchmans Lane, Louisville, Kentucky at 9:00 a.m. eastern daylight time.

The official Notice of Annual Meeting, Proxy Statement and Proxy Card are enclosed with this letter.

Please take the time to read carefully each of the proposals for shareholder action described in the accompanying proxy materials. Whether or not you plan to attend, you can ensure that your shares are represented at the meeting by promptly completing, signing and dating your proxy card and returning it in the enclosed postage-paid envelope. Shareholders of record can also vote by touch-tone telephone from the United States, using the toll-free number on the proxy card, or by the Internet, using the instructions on the proxy card. If you attend the meeting, you may revoke your proxy and vote your shares in person.

Your interest and participation in the affairs of the Company are greatly appreciated. Thank you for your continued support.

Sincerely,

W. Kent Taylor  
*Chairman, Chief Executive Officer*







# TEXAS ROADHOUSE, INC.

6040 Dutchmans Lane  
Louisville, Kentucky 40205

## NOTICE OF ANNUAL MEETING OF SHAREHOLDERS TO BE HELD MAY 19, 2016

To the Shareholders:

The Annual Meeting of Shareholders (the “Annual Meeting”) of Texas Roadhouse, Inc. (the “Company”) will be held at the Texas Roadhouse Support Center, 6040 Dutchmans Lane, Louisville, Kentucky on Thursday, May 19, 2016 at 9:00 a.m. eastern daylight time.

At the Annual Meeting you will be asked to:

- elect three Class III directors to the Board of Directors, each for a term of three years;
- ratify the appointment of KPMG LLP as the Company’s independent auditors;
- hold an advisory vote on executive compensation;
- approve amendments to the Amended and Restated Certificate of Incorporation to declassify the Board of Directors; and
- transact such other business as may properly come before the meeting.

A Proxy Statement describing matters to be considered at the Annual Meeting is attached to this notice. Only shareholders of record at the close of business on March 22, 2016 are entitled to receive notice of and to vote at the meeting.

By Order of the Board of Directors,



Celia Catlett

*General Counsel and Corporate Secretary*

Louisville, Kentucky  
April 8, 2016

### IMPORTANT

**WHETHER OR NOT YOU EXPECT TO BE PRESENT AT THE MEETING, PLEASE SUBMIT YOUR VOTE USING ONE OF THE VOTING METHODS DESCRIBED IN THE ATTACHED MATERIALS. IF YOU ATTEND THE MEETING, YOU MAY REVOKE YOUR PROXY AND VOTE YOUR SHARES IN PERSON.**

**IMPORTANT NOTICE REGARDING THE AVAILABILITY OF PROXY MATERIALS FOR THE 2016 ANNUAL MEETING OF SHAREHOLDERS TO BE HELD ON MAY 19, 2016: Our Proxy Statement related to our 2016 Annual Meeting of Shareholders, our Annual Report on Form 10-K for the fiscal year ended on December 29, 2015 and our Annual Report to Shareholders for the fiscal year ended on December 29, 2015 are available on our website at [www.texasroadhouse.com](http://www.texasroadhouse.com) in the Investors section.**

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# **TEXAS ROADHOUSE, INC.**

**6040 Dutchmans Lane  
Louisville, Kentucky 40205**

## **PROXY STATEMENT**

### **ANNUAL MEETING OF SHAREHOLDERS TO BE HELD MAY 19, 2016**

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This proxy statement and accompanying proxy card are being furnished in connection with the solicitation of proxies by the board of directors (the “Board”) of Texas Roadhouse, Inc., a Delaware corporation, to be voted at the Annual Meeting of Shareholders (the “Annual Meeting”) and any adjournments thereof. In this proxy statement, references to the “Company,” “we,” “us” or “our” refer to Texas Roadhouse, Inc. This proxy statement and accompanying proxy card are first being mailed to shareholders on or about April 8, 2016.

The Annual Meeting will be held at the Texas Roadhouse Support Center, Louisville, Kentucky on Thursday, May 19, 2016 at 9:00 a.m. eastern daylight time, for the purposes set forth in this proxy statement and the accompanying notice of Annual Meeting.

#### **SUMMARY OF MATTERS REQUIRING SHAREHOLDER ACTION**

##### **Proposal 1—Election of Directors**

The affirmative vote of a plurality of the votes entitled to be cast by the holders of the Company’s common stock present in person or represented by proxy is required to elect each nominee. Election by a plurality means that the director nominee with the most votes for the available slot is elected for that slot. You may vote “FOR” each nominee or you may “WITHHOLD AUTHORITY” to vote for each nominee. Unless you “WITHHOLD AUTHORITY” to vote for a nominee, your proxy will be voted “FOR” the election of the individuals nominated as Class III directors.

Our Board has adopted a majority voting policy for uncontested director elections. Under this policy, any nominee who receives fewer “FOR” votes than “WITHHOLD” votes is required to offer his or her resignation. Our nominating and corporate governance committee would then consider the offer of resignation and make a recommendation to our independent directors as to the action to be taken with respect to the offer.

*The Board recommends that you vote “FOR” the nominees.*

##### **Proposal 2—Ratification of the Appointment of the Company’s Independent Auditors**

The proposal to ratify the appointment of KPMG LLP as the Company’s independent auditors for the fiscal year ending December 27, 2016 must be approved by the affirmative vote of a majority of the shares present (in person or by proxy) and entitled to vote. You may vote “FOR” or “AGAINST” the ratification, or you may “ABSTAIN” from voting on this proposal. A vote to “ABSTAIN” will have the same effect as a vote “AGAINST” this proposal.

*The Board recommends that you vote “FOR” this proposal.*

##### **Proposal 3—Advisory Vote on Approval of Executive Compensation**

The outcome of the advisory vote on whether to approve the executive compensation detailed in this proxy statement (including the Compensation Discussion and Analysis, the Executive Compensation section and the other related executive compensation tables and related discussions) will be determined by the affirmative vote of a majority of the shares present (in person or by proxy) and

entitled to vote. You may vote “FOR” or “AGAINST” approval of the executive compensation, or you may “ABSTAIN” from voting on this proposal. A vote to “ABSTAIN” will have the same effect as a vote “AGAINST” approval of the executive compensation.

*The Board recommends that you vote “FOR” this proposal.*

**Proposal 4—Approval of Amendments to the Amended and Restated Certificate of Incorporation to declassify the Board of Directors**

The proposal to approve the proposed amendments to the Amended and Restated Certificate of Incorporation must be approved by the affirmative vote of a majority of the shares of the Company’s common stock outstanding and entitled to vote thereon. You may vote “FOR” or “AGAINST” approval of the proposed amendments, or you may “ABSTAIN” from voting on this proposal. A vote to “ABSTAIN” will have the same effect as a vote “AGAINST” approval of the proposal.

*The Board recommends that you vote “FOR” this proposal.*

**Other Matters**

As of the date of this proxy statement, the Board knows of no matters that will be presented for consideration at the Annual Meeting other than those matters discussed in this proxy statement. If any other matters should properly come before the Annual Meeting and call for a vote of shareholders, validly executed proxies in the enclosed form returned to us will be voted in accordance with the recommendation of the Board, or, in the absence of such a recommendation, in accordance with the judgment of the proxy holders. Any such additional matter must be approved by an affirmative vote of a majority of the shares present (in person or by proxy) and entitled to vote at the Annual Meeting.

## **INFORMATION ABOUT PROXIES AND VOTING**

### **Record Date and Voting Securities**

The Board has fixed the record date (the “Record Date”) for the Annual Meeting as the close of business on March 22, 2016. Only shareholders of record at the close of business on the Record Date will be entitled to vote at the Annual Meeting and at any adjournment or postponement thereof. At the close of business on the Record Date, there were outstanding 70,310,024 shares of common stock, each of which is entitled to one vote per share on all matters to be considered at the Annual Meeting.

The presence in person or by proxy of the holders of a majority of the shares of common stock will constitute a quorum for the transaction of business at the Annual Meeting. Shares of common stock represented by properly executed proxies received before the close of voting at the Annual Meeting will be voted as directed by such shareholders, unless revoked as described below.

### **Revocability of Proxies**

A shareholder who completes and returns the proxy card that accompanies this proxy statement may revoke that proxy at any time before the closing of the polls at the Annual Meeting. A shareholder may revoke a proxy by voting at a later date by one of the methods described on the proxy card or by filing a written notice of revocation with, or by delivering a duly executed proxy bearing a later date to, the Corporate Secretary of the Company at the Company’s main office address at any time before the Annual Meeting. Shareholders may also revoke proxies by delivering a duly executed proxy bearing a later date to the inspector of election at the Annual Meeting before the close of voting or by attending the Annual Meeting and voting in person. You may attend the Annual Meeting even though you have executed a proxy, but your presence at the Annual Meeting will not automatically revoke your proxy.

### **Solicitation of Proxies**

The cost of solicitation of proxies being solicited on behalf of the Board will be borne by us. In addition to solicitation by mail, proxies may be solicited personally, by telephone or other means by our directors, officers or employees, who receive no additional compensation for these solicitation activities. We will, upon request, reimburse brokerage houses and persons holding common stock in the names of their nominees for their reasonable out-of-pocket expenses in sending materials to their principals.

### **Other Voting Considerations**

#### *Broker Non-Votes*

Under rules of the New York Stock Exchange, matters subject to shareholder vote are classified as “routine” or “non-routine.” In the case of routine matters, brokers may vote shares held in “street name” in their discretion if they have not received voting instructions from the beneficial owner. In the case of non-routine matters, brokers may not vote shares unless they have received voting instructions from the beneficial owner (“broker non-votes”); therefore, it is important that you complete and return your proxy early so that your vote may be recorded.

The election of directors (Proposal 1) is a non-routine matter under the applicable rules, so broker non-votes may occur. However, broker non-votes do not count as shares entitled to vote. Because the election is decided by a plurality of shares present (in person or by proxy) and entitled to vote at the Annual Meeting, and because our majority voting policy for directors only considers “FOR” votes and “WITHHOLD” votes, any broker non-votes will not affect the outcome of this proposal.

The ratification of the appointment of the Company’s independent auditors (Proposal 2) is a routine matter under the applicable rules, so broker non-votes should not occur. In addition, because

this matter is routine and brokers may vote as stated above, the number of votes cast, plus the number of abstentions, on this Proposal 2 will be used to establish whether a quorum is present.

The advisory vote on the approval of executive compensation (Proposal 3), the amendment of the Amended and Restated Certificate of Incorporation (Proposal 4), and any other matters that may properly come before the Annual Meeting are also non-routine matters under the applicable rules, so broker non-votes may occur. Because broker non-votes do not count as shares entitled to vote, they do not affect the outcome of the vote on the approval of executive compensation. Because the proposal to approve the amendments to the Amended and Restated Certificate of Incorporation requires the affirmative vote of a majority of the shares of the Company's outstanding common stock, broker non-votes will not count as a vote to approve the amendments.

#### *Abstentions*

Abstentions will be counted for purposes of calculating whether a quorum is present. The effect of an abstention on each proposal where "ABSTAIN" is a voting choice is discussed above.

#### *Executed but Unmarked Proxies*

If no instructions are given, shares represented by properly executed but unmarked proxies will be voted in accordance with the recommendation of the Board, or, in the absence of such a recommendation, in accordance with the judgment of the proxy holders.



## CORPORATE GOVERNANCE AND OUR BOARD

### Director Biographies

#### *Class I Directors (Terms Expiring at the 2017 Annual Meeting):*

James R. Ramsey. Dr. Ramsey, 67, is the president of the University of Louisville, a position he has held since September 2002. Before becoming president, he served as senior policy advisor and state budget director for the Commonwealth of Kentucky as well as senior professor of economics and public policy at the University of Louisville since 1999. Dr. Ramsey has held numerous academic positions, including serving as vice chancellor for finance and administration at both the University of North Carolina at Chapel Hill and Western Kentucky University. He has been associate dean, assistant dean and director of public administration in the College of Business Administration at Loyola University and a research associate for the University of Kentucky's Center for Public Affairs. He has served on the faculties of the University of North Carolina at Chapel Hill, Western Kentucky University, the University of Kentucky, Loyola University, and Middle Tennessee State University in addition to the University of Louisville. Dr. Ramsey has also held a number of positions in state government, including interim commissioner of the Office of the New Economy and special advisor to the chairman of the Kentucky Council on Postsecondary Education. Dr. Ramsey serves on the board of directors and chairs the audit committee of Community Trust Bancorp, Inc. He also serves on the board of trustees of the Aquila Municipal Trust. Dr. Ramsey has served as a director since 2004 and was nominated as a director because of his chief executive experience, his financial and accounting experience and his government relations experience. As a result of these and other professional experiences, Dr. Ramsey possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

James R. Zarley. Mr. Zarley, 71, has previously served as chairman, chief executive officer and chairman of the board of Conversant, a single-source provider of media, technology and services across major interactive marketing channels which previously operated under the name ValueClick, Inc., and was a member of Conversant's board of directors from 1999 until his retirement in 2014. Mr. Zarley shaped the company into a global leader in online marketing solutions. Prior to joining Conversant, Mr. Zarley was chief operating officer of Hiway Technologies, where he was a leading member of the management team that closed the merger with Verio in 1999. Prior to that, Mr. Zarley was chairman and chief executive officer of Best Internet until it merged with Hiway Technologies in 1998. Mr. Zarley also founded and later sold Quantech Information Services, now an ADP company. In addition, he spent 19 years at RCA in various senior management roles. Currently, he serves on the board of directors of several private companies. Mr. Zarley has served as a director since 2004 and was nominated as a director because of his chief executive experience in a developing industry, his information technology experience and his experience in acquisitions. As a result of these and other professional experiences, Mr. Zarley possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

#### *Class II Directors (Terms Expiring at the 2018 Annual Meeting):*

W. Kent Taylor. Mr. Taylor, 60, is our founder, Chairman, and Chief Executive Officer, a position he resumed in August 2011. Mr. Taylor previously served as Chief Executive Officer from 2000 until 2004, at which time Mr. Taylor became Chairman of the Company, an executive position. Before his founding of our concept in 1993, Mr. Taylor founded and co-owned Buckhead Bar and Grill in Louisville, Kentucky. Mr. Taylor was appointed to the Board of Directors and the Compensation Committee of Papa John's International, Inc., in May 2011. Mr. Taylor has served as a director since 2004 and was nominated as a director because of his chief executive experience, his knowledge of the restaurant industry and his intimate knowledge of the Company as its founder. As a result of these and

other professional experiences, Mr. Taylor possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

*Class III Directors (Terms Expiring at the 2016 Annual Meeting):*

Gregory N. Moore. Mr. Moore, 66, served as the Senior Vice President and Controller of Yum! Brands, Inc. until he retired in 2005. He is currently a financial consultant and private investor. Yum! Brands is the worldwide parent company of Taco Bell, KFC and Pizza Hut. Prior to becoming Yum! Brands' Controller, Mr. Moore was the Vice President and General Auditor of Yum! Brands. Before that, he was with PepsiCo, Inc. and held the position of Vice President, Controller of Taco Bell and Controller of PepsiCo Wines & Spirits International, a division of PepsiCola International. Before joining PepsiCo, he was an Audit Manager with Arthur Young & Company in its New York, New York and Stamford, Connecticut offices. Mr. Moore is a certified public accountant in the States of New York and California. In July 2011, Mr. Moore joined the board of Newegg, Inc., a privately held on-line retailer specializing in computer and computer-related equipment, and serves as the chair of the compensation committee, the audit committee and the nominating committee. Mr. Moore also serves on the board of EF&TRH Restaurants (HK) Holding Limited, a Texas Roadhouse, Inc. joint venture in China. Mr. Moore has served as a director since 2005 and is being nominated as a director because of his extensive financial and accounting experience in the restaurant industry. As a result of these and other professional experiences, Mr. Moore possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

James F. Parker. Mr. Parker, 69, retired as Chief Executive Officer and Vice-Chairman of the Board of Southwest Airlines Co., a position he held from June 2001 through July 2004. Before serving at Southwest Airlines as Chief Executive Officer, Mr. Parker served as General Counsel of that company from 1986 until June 2001, and was previously a shareholder in the San Antonio, Texas law firm of Oppenheimer, Rosenberg, Kelleher and Wheatley. Mr. Parker serves as a member of the board of directors of Sammons Enterprises, Inc., a private company. Mr. Parker has served as a director since 2004 and is being nominated as a director because of his chief executive experience, his knowledge of the value-based service industry and the similarity of cultures between Southwest Airlines and Texas Roadhouse. As a result of these and other professional experiences, Mr. Parker possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

Kathleen M. Widmer. Ms. Widmer, 54, was appointed President of the Johnson & Johnson Consumer OTC division, which provides healthcare solutions through well-known and trusted over the counter medicines and products, including Tylenol®, Zyrtec®, Motrin®, Pepcid®, Sudafed®, Benadryl® and Imodium®, in August 2015. She was previously with Johnson & Johnson for 21 years, until 2009, where she held numerous positions, including serving as Vice President, Marketing, McNeil Consumer Healthcare. Prior to re-joining Johnson & Johnson, she served as Executive Vice President and Chief Marketing Officer at Elizabeth Arden, Inc. from 2009 to 2015, and was responsible for the global growth strategy and marketing execution of the Elizabeth Arden Brand as well as the company's extensive portfolio of fragrances. She is a graduate of the U.S. Military Academy in West Point, N.Y. and served for five years as a U.S. Army officer. She held positions of increasing responsibility in the Field Artillery, reaching the rank of Captain and Battery Commander of a 400-soldier training unit in Fort Sill, Oklahoma. Ms. Widmer has served as a director since 2013 and is being nominated as a director because of her extensive marketing experience in the retail sector and her knowledge of the global retail industry. As a result of these and other professional experiences, Ms. Widmer possesses particular knowledge and experience that strengthens the Board's collective qualifications, skills and experience.

## **Meetings of the Board of Directors**

The Board met on seven occasions and its standing committees (audit committee, compensation committee, and nominating and corporate governance committee) met on 23 occasions during our fiscal year ended December 29, 2015. Each incumbent director attended at least 75% of the aggregate number of meetings of the Board and its committees on which such director served during his or her period of service. In addition, the Company expects all members of the Board to attend the Annual Meeting. All incumbent directors attended the 2015 Annual Meeting. Four regular Board meetings are currently scheduled for the fiscal year 2016. Executive sessions of non-employee directors, without management directors or employees present, are typically scheduled in conjunction with each regularly scheduled Board meeting. The role of each standing committee is more fully discussed below.

## **Leadership Structure of the Board of Directors and Role of the Board of Directors in Risk Oversight**

The Board currently includes five independent directors and one employee director, and the positions of Chairman and Chief Executive Officer are occupied by the same individual. As noted above, Mr. Taylor was named Chairman of the Board in recognition of his founding and continuing leadership role in the Company, and has held that position since 2004. Mr. Taylor also resumed the position of Chief Executive Officer in August 2011. Mr. Taylor previously served as Chief Executive Officer from 2000 until 2004. We believe that the Company and its shareholders are best served by having Mr. Taylor serve in both positions because he is the person most familiar with our unique culture, business model, and the challenges we face in the current macro-economic environment. Mr. Taylor's wealth of knowledge regarding Company operations and the industry in which we compete positions him to best identify matters for Board review and deliberation. Additionally, the combined role of Chairman and Chief Executive Officer unifies the Board with management and eliminates conflict between two leaders. We believe that the Company can more effectively execute its current strategy and business plans to maximize shareholder value if our Chairman is also a member of the management team.

While the Board considers all of its members equally responsible and accountable for oversight and guidance of its activities, they also have designated an independent Lead Director elected annually by a majority of the Board of Directors. Gregory N. Moore currently serves as the independent Lead Director. The responsibility and authority of the independent Lead Director are delineated in our Corporate Governance Guidelines, which can be found on the Company's website at [www.texasroadhouse.com](http://www.texasroadhouse.com).

The Board is responsible for overseeing the Company's risk management strategies, including the Company's implementation of appropriate processes to administer day-to-day risk management. The Board is informed about risk management matters as part of its role in the general oversight and approval of corporate matters. The Board gives clear guidance to the Company's management on the risks it believes face the Company, such as the matters disclosed as risk factors in the Company's Annual Report on Form 10-K. Furthermore, the Board has delegated certain risk management responsibilities to its audit and compensation committees.

Through the audit committee's charter, the Board has authorized it to oversee the Company's risk assessment and risk management policies. The audit committee, in fulfilling its oversight responsibilities, regularly and comprehensively reviews specific risk matters which have been identified by management. The Company's internal auditor regularly reports directly to the audit committee on the results of internal audits, the scope and frequency of which are based on comprehensive risk assessments which have been approved by the audit committee. Additionally, a risk committee comprised of Company management regularly updates the audit committee on the results of their risk management activities, which are based on the company's prioritized risk map that is updated annually, at a minimum, and reviewed with the audit committee. The audit committee is routinely advised of

operational, financial, legal, and cybersecurity risks both during and outside of regularly scheduled meetings, and the committee reviews and monitors specific activities to manage these risks, such as insurance plans, hedging strategies and internal controls.

Through the compensation committee's charter, the Board has authorized it to oversee officer and director compensation programs. The compensation committee, in fulfilling its oversight responsibilities, designs the compensation packages applicable to the executive officers and Board members. The compensation committee also consults with management on the payments of bonuses and grants of stock awards to key employees on a quarterly basis.

The audit committee and the compensation committee jointly perform an annual risk assessment of our compensation programs for all employees to determine whether these programs encourage unnecessary or excessive risk taking. In conducting this review, each of our compensation programs is evaluated on a number of criteria aimed at identifying any incentive programs that deviate from our risk management objectives. Based on this review in 2015, the committees concluded that we have the right combination of rewards and incentives to drive company performance, without encouraging unnecessary or excessive risk taking by our employees. Specifically, the committees identified the following components of our compensation programs that mitigate the likelihood of excessive risk taking to meet performance targets: equity incentive compensation in the form of restricted stock units; long term contracts and a financial buy-in requirement for restaurant management; a guaranteed base salary within our support center management personnel; minimums and maximums on profit sharing compensation within our support center management personnel; robust internal controls; operational focus on top line sales growth; and, a business model which focuses on a strong balance sheet, relatively low debt, prudent growth, and sustainable long term profitability.

The Board's oversight roles, including the roles of the audit committee and the compensation committee, combined with the leadership structure of the Board to include Company management, allow the Board to effectively administer risk management policies while also effectively and efficiently addressing Company objectives.

### **Committees of the Board of Directors**

The Board has three standing committees: the audit committee, the compensation committee, and the nominating and corporate governance committee. The Board has adopted a written charter for each of these committees, which sets out the functions and responsibilities of each committee. The charters of these committees are available in their entirety on the Company's website, [www.texasroadhouse.com](http://www.texasroadhouse.com). Please note, however, that the information contained on the website is not incorporated by reference in, nor considered to be a part of, this proxy statement. The Board has also designated one of its members as an international liaison, responsible for overseeing the Corporation's efforts in international expansion and reporting to the Board on those efforts.

*Audit Committee.* As described in its charter, the audit committee assists our Board in fulfilling its oversight responsibility relating to: (i) the integrity of the Company's financial statements, (ii) the Company's compliance with legal and regulatory requirements, (iii) the independence and performance of the Company's internal and external auditors, and (iv) the Company's internal controls and financial reporting practices. The audit committee is also required to pre-approve all audit and permitted non-audit services provided by our independent auditors. The audit committee reviews all of the Company's earnings press releases and Quarterly and Annual Reports on Form 10-Q and Form 10-K prior to filing with the Securities and Exchange Commission ("SEC"). The audit committee is also responsible for producing an annual report on its activities for inclusion in this proxy statement. All of the members of the audit committee are "independent," as that term is defined in the listing standards under NASDAQ Marketplace Rule 5605(a)(2) and meet the criteria for independence under the Sarbanes-Oxley Act of 2002 and the rules adopted by the SEC. The audit committee is currently



comprised of Messrs. Moore, Parker, Ramsey, and Zarley. Mr. Moore chairs the committee. The Board evaluated the credentials of and designated Mr. Moore as an “audit committee financial expert” as required by Section 407 of the Sarbanes-Oxley Act of 2002. The audit committee met 15 times during fiscal year 2015.

*Compensation Committee.* As described in its charter, the compensation committee: (i) assists the Board in fulfilling its responsibilities relating to the design, administration and oversight of employee compensation programs and benefit plans of the Company’s executive officers, (ii) discharges the Board’s duties relating to the compensation of the Company’s directors, and (iii) reviews the performance of the Company’s executive officers. The compensation committee is also responsible for reviewing and discussing with management the “Compensation Discussion and Analysis” in this proxy statement and recommending its inclusion in this proxy statement to the Board. All of the members of the compensation committee are “independent” under all applicable rules, including the listing standards under NASDAQ Marketplace Rule 5605(a)(2) and the requirements of the SEC. The current members of the compensation committee are Ms. Widmer and Messrs. Moore, Parker, Ramsey, and Zarley. Mr. Parker chairs the committee. The compensation committee met five times during fiscal year 2015.

*Nominating and Corporate Governance Committee.* As described in its charter, the nominating and corporate governance committee assists our Board in: (i) identifying individuals qualified to become Board members and recommending nominees to the Board either to be presented at the annual meeting or to fill any vacancies, (ii) considering and reporting periodically to the Board on matters relating to the identification, selection and qualification of director candidates, (iii) developing and recommending to the Board a set of corporate governance principles, and (iv) overseeing the evaluation of the Board, its committees, and its incumbent members. The nominating committee routinely evaluates the size and composition of the Board and the variety of professional expertise represented by the Board members in relation to the Company’s business. All of the members of the nominating and corporate governance committee are “independent” under all applicable rules, including the listing standards under NASDAQ Marketplace Rule 5605(a)(2) and the requirements of the SEC. The current members of the nominating and corporate governance committee are Ms. Widmer and Messrs. Moore, Parker, Ramsey, and Zarley. Mr. Moore chairs the committee. The nominating and corporate governance committee met three times during fiscal year 2015.

#### **Policy Regarding Consideration of Candidates for Director**

Shareholder recommendations for Board membership should include, among other items, the name of the candidate, age, contact information, present principal occupation or employment, qualifications and skills, background, last five years’ employment and business experience, a description of current or previous service as director of any corporation or organization, other relevant biographical information, and the nominee’s consent to service on the Board. A shareholder nominee will be requested to complete a detailed questionnaire in the form that current directors and officers complete.

The nominating and corporate governance committee may consider such other factors as it may deem are in the best interest of the Company and its shareholders. The Board has adopted corporate governance guidelines which provide that, if and when the Board determines that it is necessary or desirable to add or replace a director, the nominating and corporate governance committee will seek diverse candidates, taking into account diversity in all respects (including gender, race, age, board service, background, education, skill set, and financial acumen, along with knowledge and experience in areas that are relevant to the Company’s business), when forming the nominee pool. The Nominating and Corporate Governance Committee has reviewed the process used in the selection of director candidates and concluded that the pool contained a diverse group of candidates. The manner in which the nominating and corporate governance committee evaluates a potential nominee will not differ based on whether the nominee is recommended by a shareholder of the Company.

The Company currently retains a corporate recruiter to assist in identifying candidates for open positions at the Company. Upon request, this recruiter also assists in identifying and evaluating candidates for director, but the Company does not pay an additional fee for such service.

### Compensation of Directors

As further discussed in the “Compensation Discussion and Analysis”, the Compensation Committee engaged Towers Watson as an independent compensation consultant in 2014 to advise the committee on executive and non-employee director compensation. Specifically, the committee asked the compensation consultant to provide market data, review the design of the executive and non-employee director compensation packages, and provide recommendations on cash and equity compensation for our executive officers and non-employee directors. As described more fully below, the following table summarizes the total compensation paid or accrued for fiscal year 2015 for each of the non-employee directors.

**Director Compensation Table**

Name (a)	Fees Earned or Paid in Cash (\$) (b)	Grant Date Fair Value of 3-year Stock Awards (\$) (c)(1)	Total (\$) (d)	Estimated Actual Compensation for fiscal 2015 (Including Cash Fees and 1/3 of Stock Award) \$(2)
Gregory N. Moore . . .	96,500(3)	886,635	983,135	389,920
James F. Parker . . . . .	47,000(4)	886,635	933,635	340,420
James R. Ramsey . . . .	36,500	886,635	923,135	329,920
Kathleen M. Widmer . .	30,500	886,635	917,135	323,920
James R. Zarley . . . . .	37,000	886,635	923,635	330,420

- (1) In January 2015, the non-employee directors were each granted 25,500 restricted stock units, which vest in one-third increments each year over three years. For restricted stock units, fair value is equal to the closing price of the Company’s common stock on the trading day immediately preceding the date of the grant, which was \$34.77. The amounts listed above represent the grant date fair value determined in accordance with FASB ASC Topic 718, of restricted stock units granted under the Company’s 2013 Long-Term Incentive Plan. Detailed assumptions under FASB ASC Topic 718 are set forth in Note 13 to the consolidated financial statements included in the Company’s Annual Report on Form 10-K for the fiscal year ended December 29, 2015. No other equity awards were granted during the period of time covered by this table nor were outstanding at the end of the Company’s fiscal year. The Company cautions that the amounts reported in the Director Compensation Table for these awards may not represent the amounts that the directors will actually realize from the awards. Whether, and to what extent, a director realizes value will depend on the Company’s actual operating performance, stock price fluctuations and the director’s continued service with the Company.
- (2) Although the non-employee directors were each granted 25,500 restricted stock units in 2015, these grants vest in one-third increments each year over three years. The 8,500 shares attributable to their 2015 service vested on January 8, 2016. The estimated value at vesting was calculated using the closing price of the Company’s common stock on the trading day immediately preceding the vesting date, which was \$34.52.

- (3) This amount includes a \$20,000 annual fee for serving as the lead independent director, a \$20,000 annual fee for serving as the chairman of the audit committee, and a \$15,000 annual fee for serving as the international liaison.
- (4) This amount includes a \$10,000 annual fee for serving as the chairman of the compensation committee.

Non-employee directors each receive an annual fee of \$12,500. In addition, the lead independent director receives an additional annual fee of \$20,000, the chairperson of the audit committee receives an additional annual fee of \$20,000, the chairperson of the compensation committee receives an additional annual fee of \$10,000, and the international liaison receives an additional annual fee of \$15,000. Each non-employee director receives \$2,000 for each Board meeting he or she attends in person and \$500 for each Board meeting he or she participates in telephonically. Additionally, each non-employee director receives \$1,000 for each committee meeting he or she attends in person and \$500 for each committee meeting he or she participates in telephonically. Occasionally, board members serve on temporary committees for which they also receive meeting fees and annual fees.

### **Code of Conduct**

The Board has approved and adopted a Code of Conduct that applies to all directors, officers and employees, including the Company's principal executive officer and the principal financial officer. The Code of Conduct is available in its entirety on the Company's website, [www.texasroadhouse.com](http://www.texasroadhouse.com). The Company intends to post amendments to, or waivers from, its Code of Conduct, if any, that apply to the principal executive officer and the principal financial officer on its website.

### **Stock Ownership Guidelines**

Our Board has adopted stock ownership guidelines to further align the financial interests of the Company's executive officers and non-management directors with the interests of our shareholders. The guidelines provide that our Chief Executive Officer should own, at a minimum, the lesser of 100,000 shares or \$2,500,000 in then-current market value, our President should own, at a minimum, the lesser of 40,000 shares or \$1,000,000 in then-current market value, and our other named executive officers and non-management directors should own, at a minimum, the lesser of 10,000 shares or \$500,000 in then-current market value. The officers and directors are expected to achieve the stock ownership levels under these guidelines within five years of assuming their respective positions.

All named executive officers and non-management directors who have been in their role for five years are in compliance with the guidelines. We anticipate that any people who are new to their roles within the last five years will, to the extent they are not currently in compliance, be in compliance with the guidelines within the required time frame.

## STOCK OWNERSHIP INFORMATION

The following table sets forth as of March 1, 2016 certain information with respect to the beneficial ownership of the Company's common stock of (i) each executive officer named in the Summary Compensation Table (the "Named Executive Officers"), (ii) each director or nominee for director of the Company, (iii) all directors and current executive officers as a group, and (iv) each shareholder known by the Company to be the owner of 5% or more of the Company's common stock.

Name	Common Stock(1)	
	Common Stock Ownership(2)	Percent
<b>Directors, Nominees and Named Executive Officers:</b>		
W. Kent Taylor(3) . . . . .	4,377,152	6.2%
Scott M. Colosi . . . . .	61,429	*
Steven L. Ortiz(4) . . . . .	342,736	*
G. Price Cooper, IV(5) . . . . .	42,714	*
Celia P. Catlett . . . . .	11,466	*
Gregory N. Moore . . . . .	70,650	*
James F. Parker . . . . .	75,060	*
James R. Ramsey . . . . .	105,918	*
Kathleen M. Widmer . . . . .	21,250	*
James R. Zarley . . . . .	106,400	*
<b>Directors, Nominees and All Executive Officers as a Group (10 Persons) . . . . .</b>	<b>5,214,775</b>	<b>7.4%</b>
<b>Other 5% Beneficial Owners**</b>		
Capital Research Global Investors(6) . . . . .	4,587,200	6.50%
333 South Hope Street Los Angeles, California 90071		
Blackrock, Inc.(7) . . . . .	6,100,645	8.70%
55 East 52nd Street New York, New York 10022		
The Vanguard Group(8) . . . . .	4,730,984	6.74%
100 Vanguard Boulevard Malvern, Pennsylvania 19355		

\* Represents beneficial ownership of less than 1.0% of the outstanding shares of class.

\*\* This information is based on stock ownership reports on Schedule 13G filed by each of these shareholders with the SEC as of March 1, 2016.

- (1) Based upon information furnished to the Company by the named persons and information contained in filings with the SEC. Under the rules of the SEC, a person is deemed to beneficially own shares over which the person has or shares voting or investment power or has the right to acquire beneficial ownership within 60 days, and such shares are deemed to be outstanding for the purpose of computing the percentage beneficially owned by such person or group. However, we do not consider shares of which beneficial ownership can be acquired within 60 days to be outstanding when we calculate the percentage ownership of any other person. "Common Stock Ownership" includes (a) stock held in joint tenancy, (b) stock owned as tenants in common, (c) stock owned or held by spouse or other members of the reporting person's household and (d) stock in which the reporting person either has or shares voting and/or investment power, even though the reporting person disclaims any beneficial interest in such stock.
- (2) The following table lists the shares to which each named person has the right to acquire beneficial ownership within 60 days of March 1, 2016 through the exercise of stock options or the vesting of



restricted stock units granted pursuant to our long-term incentive plan; these shares are included in the totals above as described in footnote (1):

Name	Shares which may be acquired within 60 days pursuant to stock awards
W. Kent Taylor . . . . .	—
Scott M. Colosi . . . . .	—
Steven L. Ortiz(i) . . . . .	—
G. Price Cooper, IV(ii) . . . . .	—
Celia P. Catlett . . . . .	—
Gregory N. Moore . . . . .	—
James F. Parker . . . . .	—
James R. Ramsey . . . . .	—
Kathleen M. Widmer . . . . .	—
James R. Zarley . . . . .	—
<b>Directors, Nominees and All Executive Officers as a Group (10 Persons) . . . .</b>	<b>—</b>

(i) Mr. Ortiz retired from his executive officer position effective January 12, 2015.

(ii) Mr. Cooper resigned from his executive officer position effective January 12, 2015.

- (3) Mr. Taylor's address is c/o Texas Roadhouse, Inc., 6040 Dutchmans Lane, Louisville, Kentucky 40205.
- (4) Mr. Ortiz retired from his executive officer position effective January 12, 2015. The stock ownership information listed above is based on the most current stock record filed with the Securities and Exchange Commission.
- (5) Mr. Cooper resigned from his executive officer position effective January 12, 2015. The stock ownership information listed above is based on the most current stock record filed with the Securities and Exchange Commission.
- (6) As reported on the Schedule 13G/A filed by Capital Research Group Investors with the SEC on February 16, 2016, it has sole voting and dispositive power with respect to these shares.
- (7) As reported on the Schedule 13G/A filed by Blackrock, Inc. with the SEC on January 27, 2016, it has sole voting power with respect to 5,940,577 shares and sole dispositive power with respect to 6,100,645 shares.
- (8) As reported on the Schedule 13G/A filed by The Vanguard Group with the SEC on February 11, 2016, it has sole voting power with respect to 150,507 shares, sole dispositive power with respect to 4,580,977 shares, and shared dispositive power with respect to 150,007 shares.

#### Section 16(a) Beneficial Ownership Reporting Compliance

Section 16(a) of the Exchange Act requires the Company's directors and officers, and persons who beneficially own more than 10% of a registered class of the Company's equity securities, to file with the SEC initial reports of stock ownership and reports of changes in stock ownership and to provide the Company with copies of all such filed forms. Based solely on its review of such copies or written representations from reporting persons, the Company believes that all reports were filed on a timely basis during the fiscal year ended December 29, 2015, with the exception of the following: a Form 4 for James R. Zarley, reporting two transactions, was filed five days late; and, a Form 4 for Scott M. Colosi reporting one transaction, was filed one day late.

## EXECUTIVE COMPENSATION

### Compensation Discussion and Analysis

The Company's compensation committee reviews and establishes executive compensation in connection with each Named Executive Officer's employment agreement.

We entered into new employment agreements (the "2015 Employment Agreements") with W. Kent Taylor, Scott M. Colosi, and Celia P. Catlett, our Named Executive Officers, on January 8, 2015, each of which expires on January 7, 2018. G. Price Cooper, IV, our former Chief Financial Officer, tendered his resignation effective January 12, 2015, on which date Mr. Colosi resumed the role of Chief Financial Officer. During fiscal year 2015, each of Messrs. Taylor, Colosi, and Cooper, and Steven L. Ortiz (former Chief Operating Officer) were party to employment agreements dated January 6, 2012, and amended on November 30, 2012, for a term expiring on January 7, 2015 (the "2012 Employment Agreements"). Mr. Ortiz retired on January 12, 2015, following the expiration of his 2012 Employment Agreement. Ms. Catlett was party to an employment agreement dated January 15, 2014, which was effective as of close of business on November 12, 2013, for a term which expired on January 7, 2015 (the "2014 Employment Agreement"). As used herein, the 2012 Employment Agreements and the 2014 Employment Agreement shall be referred to collectively as the "Prior Employment Agreements" and individually as a "Prior Employment Agreement."

To assist in setting compensation under the 2015 Employment Agreements, and pursuant to the authority granted under its charter, the Compensation Committee engaged Towers Watson as an independent compensation consultant in 2014 to advise the committee on executive and director compensation. Specifically, the committee asked the compensation consultant to provide market data, review the design of the executive and director compensation packages, and provide recommendations on cash and equity compensation for our executive officers and directors. Towers Watson does not currently provide any other services to the Company, and the Compensation Committee has determined that Towers Watson has sufficient independence from us and our executive officers to allow it to offer objective information and advice. All fees paid to Towers Watson during 2014 were in connection with their engagement by the Compensation Committee for the above services.

Each officer's 2015 Employment Agreement establishes a base salary throughout the term of the agreement, and a cash incentive bonus amount based on the achievement of defined goals to be established by the compensation committee. Each officer's 2015 Employment Agreement also provides for the grant of restricted stock units, which grants the officers the conditional right to receive shares of our common stock upon vesting; however, the grants to our Chief Executive Officer and our President are bifurcated into grants which vest over a period of service and grants which are based on the achievement of defined goals to be established by the compensation committee. In addition, each of Mr. Colosi's and Ms. Catlett's 2015 Employment Agreement provides for a "retention" grant of restricted stock units, which vest upon completion of the term of the agreement. Consistent with the Prior Employment Agreements, each officer has agreed not to compete with us during the term of his or her employment and for a period of two years following his or her termination of employment, unless the officer's employment is terminated without cause following a change in control, in which case the officer has agreed not to compete with us through the date of the last payment of the officer's severance payments. The Current Employment Agreements also contain a "clawback" provision that enables the Company to seek reimbursement to the Company of any compensation paid to any Named Executive Officer which is required to be recovered by any law, governmental regulation or order, or stock exchange listing requirement.

The compensation packages for our Named Executive Officers offer base salaries and target cash bonus amounts which are modest within the casual dining restaurant sector and feature restricted stock unit awards, the value of which is dependent upon the performance of the Company and the price of our common stock. The underlying philosophy reflected by this approach is that, because a significant

amount of each officer's compensation lies in the value of the restricted stock units granted, the officers are motivated to continually improve the Company's performance in the hope that the performance will be reflected by the stock price on the vesting date of their restricted stock units and beyond. In addition, by conditioning a significant portion of our Chief Executive's and our President's restricted stock unit grants upon the achievement of defined performance goals to be established by the compensation committee, we have created a more direct relationship between the compensation of our top executives and shareholder value, while also achieving what we believe is the right combination of rewards and incentives to drive company performance without encouraging unnecessary or excessive risk taking. Overall, we believe this approach provides the Named Executive Officers with a compensation package which promotes the sustained profitability of the Company and aligns the interests of our executive officers with those of our shareholders. The compensation packages also reflect a pragmatic response to external market conditions; that is, total compensation that is competitive with comparable positions in similar industries, including the casual dining sector of the restaurant industry, but which is reasonable and in the best interests of our shareholders.

We believe that the overall design of the compensation packages, along with the culture and values of our Company, allows us to attract and retain top talent, while also keeping the Named Executive Officers focused on both long-term business development and short-term financial growth.

In deciding to continue and enhance many of our existing executive compensation practices, our compensation committee considered that the holders of over 91% of the votes cast at our 2015 Annual Meeting on an advisory basis approved the compensation of our named executive officers as disclosed in the proxy statement for that Annual Meeting. While the compensation committee consulted with each of the executive officers in advance of the final approval of the 2015 Employment Agreements, none of the executive officers, including Mr. Taylor, participated in the creation of the compensation packages contained therein.

Section 162(m) of the Internal Revenue Code imposes a \$1 million limit on the amount that a publicly-traded corporation may deduct for compensation paid to the Chief Executive Officer or one of the company's other most highly compensated executives (other than the Chief Financial Officer) who is employed on the last day of the year. Non-discretionary "performance-based compensation," as defined under Internal Revenue Service rules and regulations, is excluded from this \$1 million limitation. Under the Prior Employment Agreements, the incentive bonuses paid to our Named Executive Officers were structured as non-discretionary "performance-based compensation," which allows certain amounts in excess of \$1 million to be tax deductible, and under the 2015 Employment Agreements, both the incentive bonuses paid to our Named Executive Officers and certain grants of restricted stock units to our Chief Executive Officer and our President are structured as non-discretionary "performance-based compensation." However, the compensation committee has not in the past had, and does not currently have, a policy requiring all compensation to be deductible under Section 162(m). Rather, the compensation committee retains discretion in making cash and equity-based awards that are not deductible under Section 162(m). We seek to preserve the tax deductibility of executive compensation to the extent practicable and consistent with our overall compensation philosophies.

### *Elements of Compensation*

#### Base Salary

Base salaries for our Named Executive Officers are designed to provide a secure base of compensation which will be effective in motivating and retaining key executives.

Each officer's Prior Employment Agreement established an annual salary as shown in the table below, which remained constant throughout the term of the agreement. The actual amounts paid to each Named Executive Officer during the fiscal year 2015 pursuant to the Prior Employment Agreements are more fully described in "Executive Compensation."

	2012 (through January 7, 2013) (\$)	2013 (through January 7, 2014) (\$)	2014 (through January 7, 2015) (\$)
W. Kent Taylor . . . . .	525,000	525,000	525,000
Chairman, Chief Executive Officer			
Scott M. Colosi . . . . .	400,000	400,000	400,000
President			
Steven L. Ortiz . . . . .	480,000	480,000	480,000
Chief Operating Officer			
G. Price Cooper, IV . . . . .	250,000	250,000	250,000
Chief Financial Officer			
Celia P. Catlett . . . . .	—	—	200,000
General Counsel, Corporate Secretary			

Each officer's 2015 Employment Agreement establishes an annual salary as shown in the table below.

	2015 (through January 7, 2016) (\$)	2016 (through January 7, 2017) (\$)	2017 (through January 7, 2018) (\$)
W. Kent Taylor . . . . .	525,000	525,000	525,000
Chairman, Chief Executive Officer			
Scott M. Colosi . . . . .	450,000	450,000	450,000
President, Chief Financial Officer			
Celia P. Catlett . . . . .	250,000	275,000	300,000
General Counsel, Corporate Secretary			

### Incentive Bonus

Incentive bonuses are designed to reward our Named Executive Officers for the success of the Company, as measured by growth in the Company's earnings per diluted share ("EPS") and overall pre-tax profit, and for each officer's individual contribution to that success. It is our belief that a significant amount of each officer's compensation should be tied to the performance of the Company.

Pursuant to the terms of the Texas Roadhouse, Inc. Cash Bonus Plan (the "Cash Bonus Plan"), the compensation committee may award an annual cash incentive to the Named Executive Officers, which is the grant of a right to receive a payment of cash that is subject to targets and maximums, and that is contingent on achievement of performance objectives during the Company's fiscal year. These cash incentives are also subject to the terms and conditions of the Prior Employment Agreements and the 2015 Employment Agreements and, to the extent that the incentives are intended to constitute "performance-based compensation" for purposes of section 162(m) of the Internal Revenue Code, are treated as the award of a cash incentive award under our long term incentive plan.

Under the Cash Bonus Plan, the compensation committee established a two-pronged approach to tying the incentive compensation to Company performance. Under this approach, 50% of the target incentive bonus is awarded based on whether the Company achieves an annual EPS growth target of 10% (the "EPS Performance Goal"). The other 50% is based on a profit sharing pool (the "Profit Sharing Pool") comprised of 1.5% of the Company's pre-tax profits (income before taxes minus income



attributable to non-controlling interests, as reported in our audited financial statements), which pool is distributed among our Named Executive Officers and certain other members of the Company's director-level management based on a pre-determined percentage interest in the pool and subject to certain pre-determined maximum amounts. After the end of the fiscal year, the compensation committee determines whether and to what extent the EPS Performance Goal has been met, and the portion of the Profit Sharing Pool to which each officer is entitled. Depending on the level of achievement of the EPS Performance Goal each year, 50% of the incentive bonus may be reduced to a minimum of \$0 or increased to a maximum of two times the target amount. Each one percent change from the EPS Performance Goal results in an increase or decrease of ten percent to the portion of the target bonus amount attributable to the achievement of the EPS Performance Goal. For example, if we achieve 11% EPS growth, the bonus payable would be 110% of the portion of the target bonus attributable to the achievement of the EPS Performance Goal. Conversely, if we achieve nine percent the bonus payable would be 90% of the portion of the target bonus attributable to the achievement of the EPS Performance Goal. The remaining 50% of the officers' incentive bonus will fluctuate directly with Company pre-tax profits at fixed participation percentages and maximum amounts which are determined within 60 days following the commencement of the Company's fiscal year and while the pre-tax profits are not yet determined. The annual profit sharing component allows the Named Executive Officers to participate in a profit sharing pool with other members of the Company's director-level management team. By allowing this level of participation in the Company's overall profits, the committee encourages responsible growth and aligns the interests of the officers with those of other management employees in the Company. This portion of the incentive bonus may be reduced to a minimum of \$0 if the Company ceases to be profitable or for other reasons that the compensation committee determines, and may be increased to a maximum of two times the target amount established for each individual participant. Both portions of the incentive bonus can be adjusted downward (but not upward) by the compensation committee in its discretion. Cash incentive bonuses with respect to fiscal year 2015 were paid at 120.6% of the total target amount, based on actual EPS growth of 11.13% and a Profit Sharing Pool of \$139,879,466 during fiscal year 2015.

The actual amounts earned by each Named Executive Officer for fiscal year 2015 are more fully described in "Executive Compensation." The target bonus amount, along with the minimum and maximum bonus amounts, are set forth below:

#### **Executive Incentive Compensation for the Fiscal Year 2015**

	<b>Target Bonus (\$)</b>	<b>Minimum Bonus (\$)</b>	<b>Maximum Bonus (\$)</b>
W. Kent Taylor . . . . .	525,000	0	1,050,000
Chairman, Chief Executive Officer			
Scott M. Colosi . . . . .	350,000	0	700,000
President, Chief Financial Officer			
Celia P. Catlett . . . . .	125,000	0	250,000
General Counsel, Corporate Secretary			

#### Stock Awards

We make equity awards in the form of restricted stock units, which represent the conditional right to receive one share of our common stock upon satisfaction of the vesting requirements. Restricted stock units offer the Named Executive Officers a financial interest in the Company and serve to retain the Named Executive Officers as a portion of the awards vest over a period of time.

We believe that issuing restricted stock unit awards to our Named Executive Officers aligns their interests with those of our shareholders. We also believe that the market price of our publicly traded

common stock represents the most appropriate metric for determining the value of the equity portion of our Named Executive Officers' compensation packages. The overall compensation packages for our Named Executive Officers offer base salaries and target cash bonus amounts which are modest within the casual dining restaurant sector and feature restricted stock unit awards, the value of which is dependent upon the performance of the Company and the price of our common stock. The underlying philosophy reflected by this approach is that, because a significant amount of each officer's compensation lies in the value of the restricted stock units granted, the officers are motivated to continually improve the Company's performance in the hope that the performance will be reflected by the stock price on the vesting date of their restricted stock units and beyond. Because the restricted stock unit awards for our Named Executive Officers vest incrementally over a period of time, and their value varies in response to investor sentiment regarding overall Company performance at the time of vesting, we believe that these service based awards are inherently performance based. Each of Mr. Colosi's and Ms. Catlett's 2015 Employment Agreements also provides for a "retention" grant of restricted stock units, which vest upon completion of the term of the agreement.

In addition, the 2015 Employment Agreements for Mr. Taylor and Mr. Colosi contain awards which are bifurcated into grants which vest over a period of service and grants which are based on the achievement of defined goals to be established by the compensation committee. For the performance based awards, the compensation committee established a two-pronged approach which mirrors the approach used for annual cash incentive bonuses. Under this approach, a percentage of the target equity award is based on whether the Company achieves the annual EPS Performance Goal, and a percentage is based on the Profit Sharing Pool comprised of 1.5% of the Company's pre-tax profits (income before taxes minus income attributable to non-controlling interests, as reported in our audited financial statements). After the end of the fiscal year, the compensation committee determines whether and to what extent the EPS Performance Goal has been met, and the portion of the Profit Sharing Pool to which each officer is entitled. Each one percent change from the EPS Performance Goal results in an increase or decrease of ten percent to the portion of the target amount attributable to the achievement of the EPS Performance Goal. For example, if we achieve 11% EPS growth, the number of shares awarded would be 110% of the portion of the target amount attributable to the achievement of the EPS Performance Goal. Conversely, if we achieve nine percent the award would be 90% of the portion of the target amount attributable to the achievement of the EPS Performance Goal. The remaining percentage of the officers' equity award will fluctuate directly with Company pre-tax profits at fixed participation percentages and maximum amounts which are determined within 60 days following the commencement of the Company's fiscal year and while the pre-tax profits are not yet determined. Both portions of the performance based equity award may be reduced to a minimum of 0 or increased to a maximum of two times the target amount for each individual participant. Both portions of the performance based equity award can also be adjusted downward (but not upward) by the compensation committee in its discretion. Performance based equity awards with respect to fiscal 2015 were paid at 125.2% of the total target amount, based on actual EPS growth of 11.13% and a Profit Sharing Pool of \$139,879,466 during fiscal year 2015. For discussion of the percentages assigned by the Compensation to each component of the performance based equity awards for Messrs. Taylor and Colosi, refer to the associated tables below.

The number of restricted stock units granted to each officer reflects each officer's job responsibilities and individual contribution to the success of the Company.

The number of service based restricted stock units granted under the 2015 Employment Agreements are shown in the table below. Except as noted, the grants vest in one-third increments each January 8 over a three-year period beginning on January 8, 2016 and ending on January 8, 2018.

	Service Based Restricted Stock Units vesting on January 8, 2016 pursuant to 2015 Employment Agreements	Service Based Restricted Stock Units vesting on January 8, 2017 pursuant to 2015 Employment Agreements	Service Based Restricted Stock Units vesting on January 8, 2018 pursuant to 2015 Employment Agreements(1)	Total Service Based Restricted Stock Units granted pursuant to 2015 Employment Agreements
W. Kent Taylor . . . . .	15,000	15,000	15,000	45,000
Chairman, Chief Executive Officer				
Scott M. Colosi . . . . .	20,000	20,000	40,000	80,000
President, Chief Financial Officer				
Celia P. Catlett . . . . .	10,000	10,000	20,000	40,000
General Counsel, Corporate Secretary				

(1) With respect to Mr. Colosi and Ms. Catlett, this number includes a retention grant of restricted stock units which will vest on January 8, 2018, provided the officer is still employed as of the vesting date.

The number of performance based restricted stock units granted to Messrs. Taylor and Colosi for 2015, and the number of shares of common stock which actually vested based on the Company's performance, are shown in the table below:

	Target Number of Performance Based Restricted Stock Units Granted for 2015 pursuant to 2015 Employment Agreements	Minimum Number of Performance Based Restricted Stock Units pursuant to 2015 Employment Agreements	Maximum Number of Performance Based Restricted Stock Units pursuant to 2015 Employment Agreements	Actual Number of Shares Issued for 2015 following Certification of 2015 Performance Goals(1)
W. Kent Taylor . . . . .	85,000	0	170,000	106,435
Chairman, Chief Executive Officer				
Scott M. Colosi . . . . .	30,000	0	60,000	37,565
President, Chief Financial Officer				

(1) The Compensation Committee determined that 25% of the performance based restricted stock unit award for 2015 would be based on an EPS growth target of 10%, which portion would be reduced or increased by 10% for every 1% of annual growth in EPS less than or in excess of the 10% goal, and that 75% of the performance based restricted stock unit award for 2015 would be based on a pre-tax profit target opportunity equal to the percentage payout of 1.5% of pre-tax earnings divided by the bonus pool target set by the Compensation Committee for the performance period.

The number of performance based restricted stock units granted to Messrs. Taylor and Colosi for 2016 is shown in the table below. The actual number of shares that will be issued to each of

Messrs. Taylor and Colosi for fiscal year 2016 based on achievement of the performance goals assigned to these grants by the Compensation Committee will not be calculated until the first quarter of 2017.

	Target Number of Performance Based Restricted Stock Units vesting on January 8, 2017 pursuant to 2015 Employment Agreements(1)	Minimum Number of Performance Based Restricted Stock Units pursuant to 2015 Employment Agreements	Maximum Number of Performance Based Restricted Stock Units pursuant to 2015 Employment Agreements
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	85,000	0	170,000
Scott M. Colosi . . . . . President, Chief Financial Officer	30,000	0	60,000

- (1) The Compensation Committee determined that 50% of the Performance Stock Unit award for 2016 would be based on an EPS growth target of 10%, which portion would be reduced or increased by 10% for every 1% of annual growth in EPS less than or in excess of the 10% goal, and that 50% of the Performance Stock Unit award for 2016 would be based on a pre-tax profit target opportunity equal to the percentage payout of 1.5% of pre-tax earnings divided by the bonus pool target set by the Compensation Committee for the Performance Period. Performance Stock Unit awards for Messrs. Taylor and Colosi with respect to fiscal year 2016 will be certified in the first quarter of 2017.

The 2015 Employment Agreements further provide that the compensation committee may, in its discretion, grant additional performance based restricted stock units to Messrs. Taylor and Colosi for future performance periods under their respective 2015 Employment Agreements.

#### *Separation and Change in Control Arrangements*

Except in the event of a change in control, the Prior Employment Agreements with Messrs. Taylor and Ortiz provided that no severance would be paid to either of them upon termination of employment, but each was entitled to receive a gift of a crisp \$100 bill if his employment had been terminated by the Company without cause before the end of the term. Mr. Taylor's 2015 Employment Agreement contains the same provision. Except in the event of a change in control, the Prior Employment Agreements with Mr. Colosi, Mr. Cooper and Ms. Catlett provided that if the Company terminated their employment without cause before the end of the term, the Company would pay a severance payment equal to any bonus for a year already ended (even if not yet paid at termination), plus the officer's base salary for a period of 180 days, and payment of a fixed sum (\$150,000 for Mr. Colosi, \$75,000 for Mr. Cooper, and \$37,500 for Ms. Catlett). Mr. Colosi's and Ms. Catlett's 2015 Employment Agreements contain the same provision, except that the fixed sum payments have increased (\$175,000 for Mr. Colosi and \$62,500 for Ms. Catlett). Similar payments are due to the officers under both the Prior Employment Agreements and the 2015 Employment Agreements if employment was or is terminated by reason of death or disability before the end of the term. The Company provides these severance payments to allow for a period of transition and in exchange for a full release of claims against the Company. The salary component of the severance payments is subject to deductions and withholdings and is to be paid to the officers in periodic installments in accordance with our normal payroll practices. The fixed sum is paid in a single lump sum, and any bonus component of the severance payments for a performance period that ended before termination is to be paid on the same date as the payment would have been made had his or her employment not been terminated.

Both the Prior Employment Agreements and the 2015 Employment Agreements of all of the named executive officers also provide that if the officer's employment is terminated other than for

cause following a change in control, or if the officer resigns for good reason following a change in control because he or she is required to relocate, the Company's successor does not agree to be bound by the agreement, or the officer's responsibilities, pay or total benefits are reduced, such officer will receive severance payments in an amount equal to the officer's base salary and incentive bonus for a period which is the longer of the remainder of the term of the agreement or one year. In addition, the officer's unvested stock awards, if any, will become vested as of the date of termination, and, with respect to each of Messrs. Taylor's and Colosi's 2015 Employment Agreements, if his employment is terminated under such circumstances and the officer has not yet been granted performance-based restricted stock units for either or both of the second and third years of his employment agreement, the officer will be issued the target number of restricted stock units set forth above for each of these years. The payments and acceleration of vesting of the stock awards are contingent upon the officer signing a full release of claims against the Company. The salary component of the severance payments is subject to deductions and withholdings and is to be paid to the officers in periodic installments in accordance with our normal payroll practices or in a lump sum at the discretion of the compensation committee and in compliance with Section 409A of the Internal Revenue Code. The bonus component of the severance payments to the officers is to be paid on the same date as the payment would have been made had his or her employment not been terminated.

According to the terms of both the Prior Employment Agreements and the 2015 Employment Agreements, a change in control means that one of the following events has taken place: (1) the shareholders of the Company approve (a) a merger or statutory plan of exchange involving the Company ("*Merger*") in which the Company is not the continuing or surviving corporation or pursuant to which the Common Stock, \$0.001 par value ("*Common Stock*") would be converted into cash, securities or other property, other than a Merger involving the Company in which the holders of Common Stock immediately prior to the Merger have substantially the same proportionate ownership of common stock of the surviving corporation after the Merger, or (b) a sale, lease, exchange, or other transfer (in one transaction or a series of related transactions) of all or substantially all of the assets of the Company or the adoption of any plan or proposal for the liquidation or dissolution; (2) during any period of 12 months or less, individuals who at the beginning of such period constituted a majority of the Board of Directors cease for any reason to constitute a majority thereof unless the nomination or election of such new directors was approved by a vote of at least two-thirds of the directors then still in office who were directors at the beginning of such period; (3) a tender or exchange offer (other than one made by (a) the Company, or (b) W. Kent Taylor or any corporation, limited liability company, partnership, or other entity in which W. Kent Taylor owns a direct or indirect ownership of 50% or more, or controls 50% or more of the voting power [collectively, the "*Taylor Parties*") is made for the Common Stock (or securities convertible into Common Stock) and such offer results in a portion of those securities being purchased and the offeror after the consummation of the offer is the beneficial owner (as determined pursuant to Section 13(d) of the Securities Exchange Act of 1934, as amended [the "*Exchange Act*"]), directly or indirectly, of securities representing in excess of the greater of at least 20 percent of the voting power of outstanding securities of the Company or the percentage of the voting power of the outstanding securities of the Company collectively held by all of the Taylor Parties; or (4) any person other than a Taylor Party becomes the beneficial owner of securities representing in excess of the greater of 20 percent of the aggregate voting power of the outstanding securities of the Company as disclosed in a report on Schedule 13D of the Exchange Act or the percentage of the voting power of the outstanding securities of the Company collectively held by all of the Taylor Parties. Notwithstanding anything in the foregoing to the contrary, no change of control shall be deemed to have occurred for purposes of an individual Current Employment Agreement by virtue of any transaction which results in the affected Named Executive Officer, or a group of persons which includes the affected Named Executive Officer, acquiring, directly or indirectly, securities representing 20 percent or more of the voting power of outstanding securities of the Company.



The estimated amounts that would have been payable to a Named Executive Officer under the 2015 Employment Agreements are more fully described in “Termination, Change of Control and Change of Responsibility Payments.”

### *Compensation Committee Report*

The compensation committee has reviewed and discussed the “Compensation Discussion and Analysis” required by Item 402(b) of Regulation S-K with management. Based on such review and discussions, the compensation committee recommended to the Board that the “Compensation Discussion and Analysis” be included in this proxy statement and incorporated by reference into the Company’s Annual Report on Form 10-K for the year ended December 29, 2015.

All members of the compensation committee concur in this report.

James F. Parker, Chair  
Gregory N. Moore  
James R. Ramsey  
Kathleen M. Widmer  
James R. Zarley

### **Summary Compensation Table**

The following table sets forth the total compensation earned with respect to the fiscal years 2015, 2014, and 2013 for W. Kent Taylor, our Chairman and Chief Executive Officer, Scott M. Colosi, our President and Chief Financial Officer for a portion of 2015, and G. Price Cooper, IV, our Chief Financial Officer prior to his resignation effective January 12, 2015. It also includes such information for each of our three other most highly compensated executive officers during 2015, as applicable.

Name and Principal Position (a)	Year (b)	Salary (\$) (c)	Bonus (\$)(1) (d)	Grant Date Fair Value of Stock Awards (\$)(2)(3) (e)	Non-equity Incentive Plan Compensation (\$) (f)	All Other Compensation (\$) (i)	Total (\$)(3) (j)	Estimated Actual Compensation for Fiscal Year(4)
W. Kent Taylor . . . . .	2015	525,000	—	7,419,450	632,949	8,679	8,586,078	5,358,564(i)
Chairman, Chief	2014	525,000	—	—	552,279	8,773	1,086,052	3,388,352(i)
Executive Officer	2013	525,000	—	—	634,482	9,584	1,169,066	3,057,666(i)
Scott M. Colosi . . . . .	2015	450,000	200	4,848,000	421,966	8,679	5,728,845	2,867,989(ii)
President, Chief	2014	400,000	200	—	315,588	8,773	724,561	2,369,061(ii)
Financial Officer	2013	400,000	200	—	362,561	9,584	772,345	2,121,345(ii)
Celia P. Catlett(5) . . . . .	2015	250,000	200	1,390,800	150,702	8,679	1,800,381	754,781(iii)
General Counsel,	2014	200,000	200	226,780	78,897	8,773	514,650	567,435(iii)
Corporate Secretary	2013	155,857	200	99,855	63,398	9,584	328,894	340,003(iii)
Steven L. Ortiz . . . . .	2015	35,077	—	—	—	115,104(8)	150,181	150,181(iv)
Former Chief	2014	480,000	200	—	504,941	8,773	993,914	2,967,314(iv)
Operating Officer(6)	2013	480,000	200	—	580,097	9,584	1,069,881	2,688,681(iv)
G. Price Cooper, IV . . . . .	2015	27,115	—	—	—	600	27,715	27,715(v)
Former Chief	2014	250,000	200	—	157,794	8,773	416,767	1,239,017(v)
Financial Officer(7)	2013	250,000	200	—	181,281	9,584	441,065	1,115,565(v)

- (1) This column represents holiday bonus awards paid to the Named Executive Officers for the fiscal years ended December 29, 2015, December 30, 2014, and December 31, 2013.
- (2) Reflects the grant date fair value computed in accordance with ASC 718 of performance units and restricted stock units granted pursuant to the Company’s long term incentive plan. These are not amounts paid to or received by the Named Executive Officers. For discussion of the valuation assumptions used in these

computations, see Note 13 to the consolidated financial statements in the Company's Annual Report on Form 10-K for the fiscal year ended December 29, 2015.

The amounts reported in the Summary Compensation Table for these awards may not represent the amounts that the Named Executive Officers will actually realize from the awards. Additional information on all outstanding stock and option awards is reflected in the "Grants of Plan-Based Awards Table" and the "Outstanding Equity Awards at Fiscal Year End Table."

- (3) Amounts include the grant date fair value of the performance units and restricted stock units granted to the Named Executive Officers in their respective 2015 Employment Agreements. The service grants for each officer vest in one-third increments each January 8 over a three-year period beginning on January 8, 2016 and ending on January 8, 2018, subject to continued service to the Company, and the performance grants to Messrs. Taylor and Colosi vest individually over a two year period on January 8, 2016 and January 8, 2017. Amounts relating to these performance units and restricted stock units are not amounts paid to or received by the Named Executive Officers during 2015.

With respect to Ms. Catlett, the grants made during 2014 were made pursuant to her 2014 Employment Agreement, and the grants made during 2013 were made as part of her compensation arrangement in her role as Associate General Counsel and Corporate Secretary, for which she did not have an employment agreement. Each grant vested one year from the date of issuance, subject to Ms. Catlett's continued service to the Company. Ms. Catlett did not realize the amounts reported in columns (e) and (j) in fiscal years 2014 and 2013.

- (4) Includes salary, bonus, non-equity incentive plan compensation, all other compensation, and the estimated value at vesting of the portion of the stock awards attributable to the officer's service for the relevant fiscal year (regardless of whether granting or vesting occurred during such fiscal year). The estimated value at vesting was calculated using the closing price of the Company's common stock on the trading day immediately preceding the vesting date, as follows:

(i) for Mr. Taylor in 2015, 15,000 service based restricted stock units at \$34.52, and 106,435 performance based restricted stock units at \$34.52; for Mr. Taylor in 2014, 70,000 service based restricted stock units at \$32.89; and for Mr. Taylor in 2013, 70,000 restricted stock units at \$26.98.

(ii) for Mr. Colosi in 2015, 20,000 service based restricted stock units at \$34.52, and 37,565 performance based restricted stock units at \$34.52; for Mr. Colosi in 2014, 50,000 service based restricted stock units at \$32.89; and for Mr. Colosi in 2013, 50,000 restricted stock units at \$26.98.

(iii) for Ms. Catlett in 2015, 10,000 service based restricted stock units at \$34.52; for Ms. Catlett in 2014, 8,500 service based restricted stock units at \$32.89; and for Ms. Catlett in 2013, 1,050 service based restricted stock units at \$26.26, 1,050 service based restricted stock units at \$25.49, 1,050 service based restricted stock units at \$25.06, 1,050 service based restricted stock units at \$28.87.

(iii) for Mr. Ortiz in 2015, no restricted stock units; for Mr. Ortiz in 2014, 60,000 service based restricted stock units at \$32.89; and for Mr. Ortiz in 2013, 60,000 service based restricted stock units at \$26.98.

(v) for Mr. Cooper in 2015, no restricted stock units; for Mr. Cooper in 2014, 25,000 service based restricted stock units at \$32.89; and for Mr. Cooper in 2013, 25,000 service based restricted stock units at \$26.98.

- (5) Ms. Catlett assumed the position of General Counsel at the close of business on November 12, 2013. Prior to that date, she was employed as Corporate Secretary, a position she held since December 1, 2011, and as an attorney for the Company, a position she has held since 2005.
- (6) Mr. Ortiz retired from his executive officer position on January 12, 2015.
- (7) Mr. Cooper resigned his executive officer positions effective January 12, 2015.
- (8) \$114,504 of this amount represents the value of a car, plus a cash payment equal to the value of the resulting income tax liability, given to Mr. Ortiz as a retirement gift from the Company, and \$600 of this amount represents a prorated portion of Mr. Ortiz's annual automobile allowance.

## Grants of Plan-Based Awards in Fiscal Year 2015

The following table presents information with respect to grants of stock awards to the Named Executive Officers during fiscal year 2015.

**Grants of Plan-Based Awards Table**

Name (a)	Grant Date (b)	Estimated Future Payouts Under Equity Incentive Plan Awards(1)			All Other Stock Awards: Number of Shares of Stock or Units (#)(2) (d)	Grant Date Fair Value of Stock and Option Awards \$(3) (e)
		Minimum (#)	Target (#)	Maximum (#)		
<b>W. Kent Taylor</b>						
Service Based RSUs vesting January 8, 2016 .	January 8, 2015	—	—	—	15,000	521,550
Performance Based RSUs vesting January 8, 2016 . . . . .	January 8, 2015	—	85,000(4)	170,000	—	2,955,450
Service Based RSUs vesting January 8, 2017 .	January 8, 2015	—	—	—	15,000	521,550
Performance Based RSUs vesting January 8, 2017 . . . . .	November 19, 2015	—	85,000	170,000	—	2,899,350
Service Based RSUs vesting January 8, 2018 .	January 8, 2015	—	—	—	15,000	521,550
<b>Scott M. Colosi</b>						
Service Based RSUs vesting January 8, 2016 .	January 8, 2015	—	—	—	20,000	695,400
Performance Based RSUs vesting January 8, 2016 . . . . .	January 8, 2015	—	30,000(4)	60,000	—	1,043,100
Service Based RSUs vesting January 8, 2017 .	January 8, 2015	—	—	—	20,000	695,400
Performance Based RSUs vesting January 8, 2017 . . . . .	November 19, 2015	—	30,000	60,000	—	1,023,300
Service Based RSUs vesting January 8, 2018 .	January 8, 2015	—	—	—	40,000	1,390,800
<b>Celia Catlett</b>						
Service Based RSUs vesting January 8, 2016 .	January 8, 2015	—	—	—	10,000	347,700
Service Based RSUs vesting January 8, 2017 .	January 8, 2015	—	—	—	10,000	347,700
Service Based RSUs vesting January 8, 2018 .	January 8, 2015	—	—	—	20,000	695,400

- (1) These amounts reflect the minimum, target, and maximum number of shares issuable under performance awards. The related performance targets and certain results are described in detail in the “Compensation Discussion and Analysis”.
- (2) Each stock award consists of restricted stock units, where each unit represents the conditional right to receive one share of our common stock upon satisfaction of vesting requirements. See the “Compensation Discussion and Analysis” for the conditions of accelerated vesting upon termination of employment other than for cause.
- (3) Reflects the grant date fair value computed in accordance with ASC 718 of performance units and restricted stock units granted to the Named Executive Officers. These are not amounts paid to or received by the Named Executive Officers. For discussion of the assumptions used in determining these values, see Note 13 to the consolidated financial statements in the Company’s Annual Report on Form 10-K for the fiscal year ended December 29, 2015.
- (4) The amount included in the table above represents the target award opportunity. Performance based equity awards with respect to fiscal 2015 were paid at 120.6% of the total target amount, based on actual EPS growth of 11.13% and a Profit Sharing Pool of \$139,879,466 during fiscal year 2015.

## Outstanding Equity Awards

The following table presents information with respect to outstanding stock option, stock, and equity incentive plan awards as of December 29, 2015 by the Named Executive Officers.

**Outstanding Equity Awards at Fiscal Year End Table**

Name (a)	Option Awards				Stock Awards		Equity Incentive Plan Awards	
	Number of Securities Underlying Unexercised Options Exercisable (#) (b)	Number of Securities Underlying Unexercised Options Unexercisable (#) (c)	Option Exercise Price (\$) (d)	Option Expiration Date (e)	Number of Shares or Units of Stock That Have Not Vested (#) (f)	Market Value of Shares or Units of Stock That Have Not Vested (\$)(1) (g)	Number of Shares or Units of Stock That Have Not Vested (#) (h)	Market Value of Shares or Units of Stock That Have Not Vested (\$)(1) (i)
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	—	—	NA	NA	45,000(2)	1,622,700	170,000(3)	6,130,200
Scott M. Colosi . . . . . President, Chief Financial Officer	—	—	NA	NA	80,000(4)	2,884,800	60,000(5)	2,163,600
Celia P. Catlett . . . . . General Counsel, Corporate Secretary	—	—	NA	NA	40,000(6)	1,442,400	—	—

- (1) Market value was computed using the Company's closing stock price on December 29, 2015, the date the Company's fiscal year ended, which was \$36.06.
- (2) The vesting schedule is as follows: 15,000 shares on each of January 8, 2016, January 8, 2017, and January 8, 2018.
- (3) Consists of performance awards which will vest and be earned, if at all, at the time of a determination by our Compensation Committee that certain Company performance measures have been satisfied. If and to the extent earned, the vesting schedule is as follows: 85,000 shares on each of January 8, 2016 and January 8, 2017.
- (4) The vesting schedule is as follows: 20,000 shares on each of January 8, 2016 and January 8, 2017, and 40,000 shares on January 8, 2018.
- (5) Consists of performance awards which will vest and be earned, if at all, at the time of a determination by our Compensation Committee that certain Company performance measures have been satisfied. If and to the extent earned, the vesting schedule is as follows: 30,000 shares on each of January 8, 2016 and January 8, 2017.
- (6) The vesting schedule is as follows: 10,000 shares on each of January 8, 2016 and January 8, 2017, and 20,000 shares on January 8, 2018.

See the "Compensation Discussion and Analysis" for the conditions of accelerated vesting upon termination of employment other than for cause.

## Options Exercised and Stock Vested

The following table presents information with respect to stock options exercised and stock awards vested during the fiscal year ended December 29, 2015 by the Named Executive Officers.

**Option Exercises and Stock Vested Table**

Name (a)	Option Awards		Stock Awards	
	Number of Shares Acquired on Exercise (#) (b)	Value Realized on Exercise \$(1) (c)	Number of Shares Acquired on Vesting (#) (d)	Value Realized on Vesting \$(2) (e)
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	—	NA	70,000	2,302,300(i)
Scott M. Colosi . . . . . President, Chief Financial Officer	—	NA	50,000	1,644,500(i)
Celia P. Catlett . . . . . General Counsel, Corporate Secretary	—	NA	9,550	319,087(ii)

- (1) The value realized upon exercise of options represents the difference between the market value of the underlying securities at exercise and the exercise price of the options.
- (2) The value realized upon vesting of restricted stock units represents the fair value of the underlying shares based on the closing price of the Company's common stock on the trading day immediately preceding the vesting date, which is in accordance with the following:
  - (i) \$32.89 with respect to the vesting date of January 7, 2015.
  - (ii) \$32.89 with respect to the 8,500 restricted stock units vested on January 7, 2015, and \$37.64 with respect to the 1,050 restricted stock units vested on February 28, 2015.

## Termination, Change of Control and Change of Responsibility Payments

If a Named Executive Officer had resigned or been terminated for cause prior to the expiration of the term of his or her Prior Employment Agreement or 2015 Employment Agreement, the officer would have received payment of his or her annual base salary then in effect through the date of resignation or termination.

If a Named Executive Officer had been terminated prior to the expiration of the term of his or her Prior Employment Agreement as a result of death or disability, such officer's beneficiary or estate would have been entitled to receive an amount equal to such officer's annual base salary then in effect through the date of termination due to death or disability, plus any earned but unpaid bonus, plus the amount of such officer's annual base salary then in effect for 180 days following the termination, plus a fixed bonus amount as follows: for Mr. Taylor, \$262,500; for Mr. Colosi, \$150,000; for Mr. Ortiz, \$240,000; for Mr. Cooper, \$75,000; and for Ms. Catlett, \$37,500.

If a Named Executive Officer had been terminated prior to the expiration of the term of his or her 2015 Employment Agreement as a result of death or disability, such officer's beneficiary or estate would have been entitled to receive an amount equal to such officer's annual base salary then in effect through the date of termination due to death or disability, plus any earned but unpaid bonus, plus the amount of such officer's annual base salary then in effect for 180 days following the termination, plus a fixed bonus amount as follows: for Mr. Taylor, \$262,500; for Mr. Colosi, \$175,000; and for Ms. Catlett, \$62,500.



The following table lists the estimated amounts payable to a Named Executive Officer pursuant to the 2015 Employment Agreements if his or her employment had been terminated without cause unrelated to a change of control on December 29, 2015, the last day of our fiscal year, provided that each officer signed a full release of all claims against us.

#### Termination Payments Table

Name (a)	Estimated Cash Payments (\$)(1) (b)	Estimated Value of Newly Vested Stock Awards (\$)(2) (c)	Total (\$) (d)
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	100	7,752,900	7,753,000
Scott M. Colosi . . . . . President, Chief Financial Officer	819,181	5,048,400	5,867,581
Celia P. Catlett . . . . . General Counsel, Corporate Secretary	336,596	1,442,400	1,778,996

- (1) Mr. Taylor is entitled to a crisp \$100 bill upon the termination of his employment without cause. If the employment of Mr. Colosi had been terminated under those circumstances, he would have received the proportionate share of his annual base salary then in effect (\$450,000) for 180 days, plus \$175,000. If the employment of Ms. Catlett had been terminated under those circumstances, she would have received the proportionate share of her annual base salary then in effect (\$250,000) for 180 days, plus \$62,500.
- (2) Each officer's restricted stock units would have become immediately vested upon a termination of his or her employment without cause. The amounts shown in this column represent the value of the restricted stock units at the closing price of our common stock on December 29, 2015, which was \$36.06. The number of restricted stock units which would have vested on that date is shown in "Outstanding Equity Awards." None of the Named Executive Officers had unvested stock options as of December 29, 2015.

The following table lists the estimated amounts payable to a Named Executive Officer if his or her employment had been terminated without cause following a change of control, or if any of the officers had resigned his or her position for good reason following a change of control, on December 29, 2015, the last day of our fiscal year, provided that each officer signed a full release of all claims against us.

#### Change in Control, Change in Responsibilities Payments Table

Name (a)	Estimated Cash Payments (\$)(1) (b)	Estimated Value of Newly Vested Stock Awards (\$)(2) (c)	Total (\$) (d)
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	2,736,272	10,818,000	13,554,272
Scott M. Colosi . . . . . President, Chief Financial Officer	2,024,729	6,130,200	8,154,929
Celia P. Catlett . . . . . General Counsel, Corporate Secretary	902,178	1,442,400	2,344,578

- (1) If the employment of any of the officers had been terminated without cause following a change of control, or if any of the officers had resigned his or her position for good reason following a

change of control, the officer would have received the amount of his or her then current base salary and target incentive bonus through the end of the term of the officer's employment agreement, but not less than one year. Had an officer's employment been so terminated on December 29, 2015, each officer would have received payment through January 7, 2018.

The table below details the estimated payment for each officer.

Name (a)	Salary (\$) (b)	Bonus (\$) (c)	Total Estimated Payments (\$) (d)
W. Kent Taylor . . . . . Chairman, Chief Executive Officer	1,052,877	1,683,395	2,736,272
Scott M. Colosi . . . . . President, Chief Financial Officer	902,466	1,122,263	2,024,729
Celia P. Catlett . . . . . General Counsel, Corporate Secretary	501,370	400,808	902,178

- (2) Each officer's restricted stock units would have become immediately vested upon a termination of his or her employment without cause following a change of control, or if any of the officers had resigned his or her position for good reason following a change of control. In addition, if either or both of Messrs. Taylor and Colosi had not yet been granted performance based restricted stock units for either or both of the second or third years of his employment agreement, they would be issued the target number of units set forth above for each such year. The amounts shown in this column represent the value of the restricted stock units at the closing price of our common stock on December 29, 2015, which was \$36.06. The number of restricted stock units which would have vested on that date are shown in "Outstanding Equity Awards"; provided, however, that Mr. Taylor's total number of restricted stock units which would have vested was increased by 85,000 to reflect the fact that a grant of performance based restricted stock units has not been made with respect to the third year of his employment agreement and Mr. Colosi's total number of restricted stock units which would have vested was increased by 30,000 to reflect the fact that a grant of performance based restricted stock units has not been made with respect to the third year of his employment agreement. None of the Named Executive Officers had unvested stock options as of December 29, 2015.

## AUDIT COMMITTEE REPORT

The audit committee of the Board is composed of four directors, all of whom meet the criteria for independence under the applicable NASDAQ and SEC rules and the Sarbanes-Oxley Act. The committee acts under a written charter adopted by the Board, a copy of which is available on the Company's website at [www.texasroadhouse.com](http://www.texasroadhouse.com).

The audit committee has prepared the following report on its activities and with respect to the Company's audited financial statements for the fiscal year ended December 29, 2015 (the "Audited Financial Statements").

- The audit committee met 15 times during fiscal year 2015. The committee's meetings included private sessions with the Company's independent auditors and internal auditor, as well as executive sessions consisting of only committee members. The committee also met periodically in private sessions with management, including each of the Named Executive Officers;
- The audit committee reviewed the acknowledgement process for the Company's Code of Conduct, and the corresponding results.
- The audit committee reviewed the scope, plans and results of the testing performed by the Company's internal auditors and independent auditors in their assessments of internal control over financial reporting;
- The audit committee reviewed any matters submitted to it via the Company's whistleblower hotline and/or other reporting mechanisms regarding concerns about allegedly questionable financial, accounting or auditing matters;
- The audit committee reviewed with management, including the internal auditor and the General Counsel, and the independent auditors, the Company's practices with respect to risk assessment and risk management. The overall adequacy and effectiveness of the Company's legal, regulatory and ethical compliance programs were also reviewed, as well as the Company's cybersecurity controls and system standards;
- The audit committee reviewed with the General Counsel the Company's disclosures with respect to current lawsuits;
- The audit committee reviewed comment letters received from the Securities and Exchange Commission, if any, together with management's response to such letters;
- The audit committee pre-approved all audit, audit-related and permissible non-audit services provided to the Company by KPMG LLP, the Company's independent auditors for the fiscal year 2015, before management engaged the auditors for those purposes.
- On a quarterly basis, the audit committee discussed with KPMG LLP, the Company's independent auditors for the fiscal year 2015, the matters required to be discussed by the Public Company Accounting Oversight Board Auditing Standard No. 16, Communications with Audit Committees;
- The audit committee received from the independent auditors the written disclosures and the letter from KPMG LLP required by applicable requirements of the Public Company Accounting Oversight Board regarding the independent auditor's communications with the audit committee concerning independence, and has discussed with the independent auditor the independent auditor's independence;
- The audit committee reviewed the selection, application and disclosure of critical accounting policies;
- The audit committee reviewed the Company's earnings press releases prior to issuance;

- The audit committee reviewed and discussed the Company's audited financial statements for the fiscal year 2015 with management and the independent auditor;
- The audit committee reviewed the Company's Quarterly and Annual Reports on Form 10-Q and Form 10-K prior to filing with the SEC; and
- Based on the review and discussion referred to above, and in reliance thereon, the audit committee recommended to the Board that the Audited Financial Statements be included in the Company's Annual Report on Form 10-K for the fiscal year ended December 29, 2015, for filing with the SEC.

All members of the audit committee concur in this report.

Gregory N. Moore, Chair

James F. Parker

James R. Ramsey

James R. Zarley

### **Related Transactions**

The audit committee's charter provides that the audit committee will review and approve any transactions between us and any of our executive officers, directors, and 5% shareholders, or any members of their immediate families, in which the amount involved exceeds the threshold limits established by the regulations of the SEC. In reviewing a related-party transaction, the audit committee considers the material terms of the transaction, including whether the terms are generally available to an unaffiliated third party under similar circumstances. Unless specifically noted, the transactions described below were entered into before our initial public offering and the subsequent formation of the audit committee.

### *Grants of Franchise or License Rights*

We have licensed or franchised restaurants to companies owned in part by the current and former executive officers. The licensing or franchise fees paid by these companies to us range from 0.0% to 4.0% of restaurant sales, which is less than the amount we typically charge to franchisees. We believe that allowing certain executive officers with ownership interests in our restaurants that pre-dated our initial public offering to continue to maintain those ownership interests adds an ongoing benefit to the

Company by making the executive officers more invested in the overall success of the brand. Ownership of franchised restaurants by our current executive officers is listed below.

<b>Restaurant</b>	<b>Name and Ownership</b>	<b>Initial Franchise Fee</b>	<b>Royalty Rate</b>	<b>Royalties Paid to Us in Fiscal 2015 (\$)</b>	<b>Management or Supervision Fees Paid to Us in Fiscal 2015 (\$)</b>
Billings, MT . . . . .	W. Kent Taylor (27.5%) Scott M. Colosi (2.0%)	—	4.0%	173,215	24,745
Bossier City, LA . . . . .	Steven L. Ortiz (66.0%)	—	3.5%	175,751	25,107
Brownsville, TX . . . . .	Steven L. Ortiz (30.61%)	—	4.0%	217,314	31,045
Everett, MA . . . . .	W. Kent Taylor (28.75%)	—	4.0%	224,248	32,035
Fargo, ND . . . . .	Scott M. Colosi (5.05%)	—	3.5%	160,411	22,916
Lexington, KY . . . . .	W. Kent Taylor (5.0%)	—	2.0%	99,940	—
Longmont, CO . . . . .	Steven L. Ortiz (50.5%)	—	4.0%	140,178	17,522
McKinney, TX . . . . .	Steven L. Ortiz (30.0%) Scott M. Colosi (2.0%)	—	4.0%	181,233	25,889
Melbourne, FL . . . . .	W. Kent Taylor (17.0%)	—	—	—	110,627
Muncie, IN . . . . .	W. Kent Taylor (4.91%)	—	—	50,000	—
Omaha, NE . . . . .	Scott M. Colosi (10.99%)	—	3.5%	157,903	22,558
Port Arthur, TX . . . . .	W. Kent Taylor (15.0%) Steven L. Ortiz (30.5%) Scott M. Colosi (3.0%)	—	4.0%	178,651	25,522
Temple, TX . . . . .	Steven L. Ortiz (78.0%)	—	3.5%	127,019	18,146
Wichita, KS . . . . .	W. Kent Taylor (24.05%) Scott M. Colosi (4.0%)	—	4.0%	272,303	38,900

On March 19, 2004, we entered into a preliminary franchise agreement with a company which is 95% owned by W. Kent Taylor to develop a restaurant at a location which is to be determined. The terms of the preliminary franchise agreement provide for no initial franchise fees and royalties of 3.5% of restaurant sales. During 2015, we received no payment from this franchise restaurant, as none was due.

The franchise agreements and preliminary franchise agreements that we have entered into with our executive officers contain the same terms and conditions as those agreements that we enter into with our other domestic franchisees except, in some instances, the initial franchise fees and the royalty rates, which are currently \$40,000 and 4.0%, respectively, for our other domestic franchisees. We have the contractual right, but not the obligation, to acquire the restaurants owned by our executive officers based on a pre-determined valuation formula which is the same as the formula contained in the domestic franchise agreements that we have entered into with other franchisees with whom we have such rights. A preliminary agreement for a franchise may be terminated if the franchisee does not identify and obtain our approval of its restaurant management personnel, locate and obtain our approval of a suitable site for the restaurant or does not demonstrate to us that it has secured necessary capital and financing to develop the restaurant. Once a franchise agreement has been entered into, it may be terminated if the franchisee defaults in the performance of any of its obligations under the agreement, including its obligations to operate the restaurant in strict accordance with our standards and specifications. A franchise agreement may also be terminated if a franchisee becomes insolvent, fails to make its required payments, creates a threat to the public health or safety, ceases to operate the restaurant or misuses the Texas Roadhouse trademarks.



### *Other Related Transactions*

The Longview, Texas restaurant, leases the land and restaurant building from an entity controlled by Steven L. Ortiz, our former Chief Operating Officer. The initial term of the lease was for 15 years. In April 2014, we entered into a lease amendment whereby we exercised our first renewal option in exchange for the landlord agreeing to grant us two additional five year renewal options and to fix our rent escalation at 10% every five years. The amended lease will expire on October 31, 2019, and can be renewed for three additional periods of five years each. Rent is approximately \$20,500 per month. Prior to execution, the audit committee approved the lease amendment after considering market rentals of comparable land and building leases. The lease can be terminated if the tenant fails to pay the rent on a timely basis, fails to maintain the insurance specified in the lease, fails to maintain the building or property, or becomes insolvent. Total rent payments for 2015 were approximately \$246,000.

The Bossier City, Louisiana restaurant, also leases the land and restaurant building from an entity controlled by Mr. Ortiz. The lease is for 15 years and will terminate on April 10, 2020. We can renew the lease for three additional periods of five years each. Rent is \$18,281 per month and escalates 10% each five years during the term. The lease can be terminated if the tenant fails to pay rent on a timely basis, fails to maintain insurance, abandons the building or property, or becomes insolvent. Total rent payments for 2015 were approximately \$214,000. The audit committee ratified this transaction in February 2005 after considering market rentals of comparable land and building leases and considering our limited ownership interest. Additionally, the audit committee requested that we attempt to purchase the land and building from Mr. Ortiz's entity in the event the restaurant is ever acquired by us.

We entered into real estate lease agreements for franchise restaurants located in Everett, MA, of which W. Kent Taylor beneficially owns 28.75% and Fargo, ND, of which Scott M. Colosi owns 5.05%, before our granting franchise rights for those restaurants. We have subsequently assigned the leases to the franchisees, but we remain contingently liable if a franchisee defaults under the terms of a lease. The Everett lease expires in February 2018, and the Fargo lease expires in July 2021.

## **PRESENTATION OF PROPOSALS**

### **PROPOSAL 1—ELECTION OF DIRECTORS**

The Company's by-laws provide for not less than one and not more than 15 directors. Our Board currently consists of six directors divided into three classes, with members of each class serving a three-year term. At the Annual Meeting, we are electing three Class III directors. Although it is not anticipated that any of the nominees listed below will decline or be unable to serve, if that should occur, the proxy holders may, in their discretion, vote for a substitute nominee.

#### **Nominee for Election as a Director**

Set forth below are the Board members who will stand for re-election at the Annual Meeting, together with their age, all Company positions and offices they currently hold, and the year in which they joined the Board.

<u>Name</u>	<u>Age</u>	<u>Position or Office</u>	<u>Director Since</u>
Gregory N. Moore . . . . .	66	Director	2005
James F. Parker . . . . .	69	Director	2004
Kathleen N. Widmer . . . . .	54	Director	2013

#### **Recommendation**

**THE BOARD OF DIRECTORS RECOMMENDS THAT SHAREHOLDERS VOTE “FOR” THE ELECTION OF THE NOMINEES FOR THE CLASS III DIRECTORS OF THE COMPANY.**

## PROPOSAL 2—RATIFICATION OF INDEPENDENT AUDITORS

Pursuant to its charter, the audit committee has appointed the firm of KPMG LLP to serve as the independent auditors to audit the consolidated financial statements and the internal control over financial reporting of the Company for the fiscal year which ends on December 27, 2016. Accordingly, a resolution will be presented at the Annual Meeting to ratify the appointment of KPMG LLP. If the shareholders fail to ratify the appointment of KPMG LLP, the audit committee will take this result into account when appointing an independent auditor for fiscal year 2016. Even if the appointment is ratified, the audit committee in its discretion may direct the appointment of a different independent registered public accounting firm as the Company's independent auditors at any time during the year if the audit committee believes that such a change would be in the best interests of the Company and its shareholders. One or more representatives of KPMG LLP are expected to be present at the Annual Meeting, will have the opportunity to make a statement if they desire to do so and will be available to respond to appropriate questions.

### Fees Paid to the Independent Auditors

We paid the following fees to KPMG LLP for fiscal years 2015 and 2014:

	2015	2014
Audit Fees . . . . .	600,000	617,000
Audit-related Fees . . . . .	—	—
Tax Fees . . . . .	31,929	4,300
All Other Fees . . . . .	50,366	—
	<u>682,295</u>	<u>621,300</u>

#### *Audit Fees*

KPMG LLP charged \$600,000 in fiscal year 2015 and \$617,000 in fiscal year 2014 for audit fees. These include professional services in connection with the audit of the Company's annual financial statements and its internal control over financial reporting. They also include reviews of the Company's financial statements included in the Company's Quarterly and Annual Reports on Form 10-Q and Form 10-K and for services that are normally provided by the accountant in connection with statutory and regulatory filings or engagements for the fiscal years shown.

#### *Audit-related Fees*

KPMG LLP did not charge the Company for any audit-related services in fiscal years 2015 or 2014.

#### *Tax Fees*

KPMG LLP charged \$31,929 for tax consulting services in fiscal year 2015 and \$4,300 for tax consulting services in fiscal year 2014.

#### *All Other Fees*

KPMG LLP charged \$50,366 for permissible non-audit services in fiscal year 2015, and did not charge the Company for permissible non-audit services in fiscal year 2014. These include professional services in connection with the preparation and delivery of training materials on cybersecurity and global anti-bribery and anti-corruption policies.

**Pre-approval Policies and Procedures**

The audit committee pre-approved all audit, audit-related and permissible non-audit services provided to the Company by KPMG LLP before management engaged the auditors for those purposes. The policy of the committee is to review all engagement letters for accounting firms for non-audit services.

**Recommendation**

**THE BOARD OF DIRECTORS RECOMMENDS A VOTE “FOR” THE RATIFICATION OF KPMG LLP AS THE COMPANY’S INDEPENDENT AUDITORS FOR THE FISCAL YEAR 2016.**

### **PROPOSAL 3—ADVISORY VOTE ON APPROVAL OF EXECUTIVE COMPENSATION**

The Board of Directors requests shareholder approval of the compensation of the Company's Named Executive Officers as described in the "Compensation Discussion and Analysis", the Executive Compensation section and the other related executive compensation tables and related discussions in this proxy statement. As an advisory vote, the outcome of the voting on this proposal is not binding upon the Company; however, the compensation committee, which is responsible for establishing and administering the Company's executive compensation program, values the opinions expressed by shareholders on this proposal and will consider the outcome of the vote when making future compensation decisions for Named Executive Officers. Additionally, the compensation committee invites shareholders to express any questions or concerns regarding the Company's compensation philosophy for Named Executive Officers by correspondence addressed to Texas Roadhouse, Inc. Compensation Committee, 6040 Dutchmans Lane, Louisville, KY 40205.

The objective of the compensation committee in setting and evaluating the compensation of our Named Executive Officers is to promote the sustained profitability of the Company. Compensation for the Named Executive Officers is divided into three key components: (1) base salary, which provides a secure base of compensation and serves to motivate and retain our Named Executive Officers; (2) a cash bonus, which rewards our Named Executive Officers for the success of the Company as measured by growth in the Company's earnings per diluted share and its overall pre-tax profit, and for each officer's individual contribution to that success; and (3) grants of restricted stock units, which offer the Named Executive Officers a financial interest in the long-term success of the Company and align their interests with those of our shareholders. The compensation packages for our Named Executive Officers offer base salaries and target cash bonus amounts which are modest within the casual dining restaurant sector and feature restricted stock unit awards, the value of which is dependent upon the performance of the Company and the price of our common stock.

The underlying philosophy reflected by this approach is that, because a significant amount of each officer's compensation lies in the value of the restricted stock units granted, the officers are motivated to continually improve the Company's performance in the hope that the performance will be reflected by the stock price on the vesting date of their restricted stock units and beyond. In addition, by conditioning a significant portion of our Chief Executive's and our President's restricted stock unit grants upon the achievement of defined performance goals to be established by the compensation committee, we have created a more direct relationship between the compensation of our top executives and shareholder value, while also achieving what we believe is the right combination of rewards and incentives to drive company performance without encouraging unnecessary or excessive risk taking. Overall, we believe this approach provides the Named Executive Officers with a compensation package which would promote the sustained profitability of the Company and align the interests of our executive officers with those of our shareholders. The compensation packages also reflect a pragmatic response to external market conditions; that is, total compensation that is competitive with comparable positions in similar industries, including the casual dining sector of the restaurant industry, but which is reasonable and in the best interests of our shareholders.

This structure, along with the culture and values of our Company, allows the Company to attract and retain top talent, while also encouraging our officers to keep their focus on key strategic financial and operational goals. The Board was pleased to receive shareholder approval of the compensation packages of our Named Executive Officers in the advisory vote at the prior Annual Meeting and again requests approval of the compensation packages of our Named Executive Officers.

#### **Recommendation**

**THE BOARD OF DIRECTORS RECOMMENDS THAT SHAREHOLDERS VOTE "FOR" THE EXECUTIVE COMPENSATION DETAILED IN THIS PROXY STATEMENT.**



**PROPOSAL 4—APPROVE AMENDMENTS TO THE AMENDED AND RESTATED CERTIFICATE OF INCORPORATION TO DECLASSIFY THE BOARD (THE “AMENDMENT”)**

As part of its annual review process, the Nominating and Corporate Governance Committee reviewed our Amended and Restated Certificate of Incorporation (the “Certificate”), including the classification of our Board. The Nominating and Corporate Governance Committee evaluated the original intent of the board classification, which was to provide for continuity and stability in our Board’s leadership and policies, enhance the ability of our Board to implement long-term business strategies, and to preserve our culture and core values by maintaining a deep appreciation for the relationships, priorities, and goals that have made us successful. However, certain shareholders have noted that a classified board reduces accountability of directors because it limits the ability of shareholders to evaluate and elect all directors annually. After deliberation, the Nominating and Corporate Governance Committee and, in turn, our Board determined that a proposal to eliminate the classification of our Board is in the best interests of the Company and its shareholders. Accordingly, the Board has unanimously approved, declared advisable, and is recommending that the shareholders vote in favor of an amendment to Article V of the Certificate that would eliminate the classification of the Board so that each director will stand for election annually rather than every three years.

The proposed amendment to declassify the Board would amend Article V of the Certificate to read in its entirety as follows:

**ARTICLE V**

**Board of Directors**

The number of directors of the Corporation from time to time shall be as fixed by, or in the manner provided in, the bylaws of the Corporation. Directors elected at the 2016 annual meeting of stockholders shall be elected for a term of office to expire at the 2019 annual meeting of stockholders. After the 2016 annual meeting of stockholders, the term of office of each director elected at the annual meeting of stockholders, or elected or appointed at any time in the period between annual meetings of stockholders, shall expire at the next annual meeting of stockholders following such election or appointment. Nothing in this Article V shall shorten the term of any director elected at or before the 2016 annual meeting of stockholders. Each director elected or appointed shall serve until his or her successor is elected and qualified, or until his or her earlier death, resignation, removal, or disqualification.

If the proposed amendment to Article V of the Certificate is approved by our shareholders, the classification of our Board would be eliminated and directors standing for election, commencing with the 2017 annual meeting of shareholders, will be elected for a one-year term. The term of any director chosen as a result of a newly created directorship or to fill a vacancy following such election would expire at the next annual meeting of shareholders. Directors elected by shareholders before the 2017 annual meeting of shareholders will serve out their three year terms, and the entire Board will be elected annually commencing with the 2019 annual meeting of shareholders.

If the proposed amendment of the Certificate is not approved by our shareholders, our Board would remain classified and the shareholders will continue to vote for the election of directors to serve for three-year terms expiring at the third succeeding annual meeting of shareholders and until their respective successors are duly elected and qualified, subject to their earlier retirement, resignation, disqualification, removal or death. Our current directors, including those Class III directors elected at the 2016 annual meeting of shareholders, would continue in office for the remainder of their full three-year terms and until their successors are duly elected and qualified, subject to their earlier retirement, resignation, disqualification, removal or death.

An affirmative vote of a majority of outstanding shares entitled to vote generally in the election of directors is required to adopt the Amendment. If approved by the shareholders, the Amendment would become effective upon the filing of a certificate setting forth the Amendment with the Secretary of State of the State of Delaware, which we would file promptly after the annual meeting.

**OUR BOARD OF DIRECTORS RECOMMENDS THAT YOU VOTE “FOR” THE AMENDMENT TO OUR AMENDED AND RESTATED CERTIFICATE OF INCORPORATION.**

## SHAREHOLDER PROPOSALS

Under Rule 14a-8 promulgated under the Securities Exchange Act of 1934 (“Exchange Act”), shareholders may present proposals to be included in the Company proxy statement for consideration at the next annual meeting of its shareholders by submitting their proposals to the Company in a timely manner. Any such proposal must comply with Rule 14a-8.

The Company’s by-laws, a copy of which is available on the Company’s website, [www.texasroadhouse.com](http://www.texasroadhouse.com), require shareholders who intend to propose business for consideration by shareholders at the 2016 Annual Meeting, other than shareholder proposals that are included in the proxy statement, to deliver written notice to the principal executive offices of the Company on or before December 18, 2016. This notice must include a description of the business desired to be brought before the annual meeting, the name and address of the shareholder proposing such business and of the beneficial owner, if any, on whose behalf the business is being brought, the class, series and number of shares of the Company which are beneficially owned by the shareholder and such other beneficial owner and any material interest of the shareholder and such other beneficial owner in such business. Similar requirements are set forth in the Company’s by-laws with respect to shareholders desiring to nominate candidates for election as director. Exchange Act rules permit management to vote proxies in its discretion in certain cases if the shareholder does not comply with these deadlines, and in certain other cases notwithstanding the shareholder’s compliance with these deadlines. If a shareholder submitting a matter to be raised at the Company’s next annual meeting desires that such matter be included in the Company’s proxy statement, such matter must be submitted to the Company no later than December 18, 2016.

The rules of the SEC set forth standards for what shareholder proposals the Company is required to include in a proxy statement for an annual meeting.

## SHAREHOLDERS’ COMMUNICATIONS WITH THE BOARD

Shareholders that want to communicate in writing with the Board, or specific directors individually, may send proposed communications to the Company’s General Counsel and Corporate Secretary, Celia Catlett, at 6040 Dutchmans Lane, Louisville, Kentucky 40205. The proposed communication will be reviewed by Ms. Catlett and by the audit committee. If the communication is appropriate and serves to advance or improve the Company or its performance, it will be forwarded to the Board or the appropriate director.

## FORM 10-K

The Company’s Annual Report on Form 10-K for the fiscal year ended December 29, 2015, accompanies this proxy statement. The Company’s Annual Report does not form any part of the material for solicitation of proxies.

**Any shareholder who wishes to obtain, without charge, a copy of the Company’s Annual Report on Form 10-K for the fiscal year ended December 29, 2015, which includes financial statements, and is required to be filed with the SEC, may access it at [www.texasroadhouse.com](http://www.texasroadhouse.com) in the Investors section or may send a written request to Celia Catlett, General Counsel and Corporate Secretary, Texas Roadhouse, Inc., 6040 Dutchmans Lane, Louisville, Kentucky 40205.**

## OTHER BUSINESS

The Board is not aware of any other matters to be presented at the Annual Meeting other than those set forth herein and routine matters incident to the conduct of the meeting. If any other matters should properly come before the Annual Meeting or any adjournment or postponement thereof, the

persons named in the proxy, or their substitutes, intend to vote on such matters in accordance with their best judgment.

By Order of the Board of Directors,

A handwritten signature in cursive script that reads "Celia Catlett".

Celia Catlett

Corporate Secretary

Louisville, Kentucky

April 8, 2016

*Please vote your shares through any of the methods described on the proxy card as promptly as possible, whether or not you plan to attend the Annual Meeting in person. If you do attend the Annual Meeting, you may still vote in person, since the proxy may be revoked at any time before its exercise by delivering a written revocation of the proxy to the Company's Corporate Secretary.*

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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 December 29, 2015

OR

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

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

**Texas Roadhouse, Inc.**

(Exact name of registrant specified in its charter)

**Delaware**  
(State or other jurisdiction of  
incorporation or organization)

**000-50972**  
(Commission File Number)

**20-1083890**  
(IRS Employer  
Identification Number)

**6040 Dutchmans Lane**  
**Louisville, Kentucky 40205**  
(Address of principal executive offices) (Zip Code)

**(502) 426-9984**  
(Registrant's telephone number, including area code)

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

Title of Each Class	Name of Each Exchange on Which Registered
Common Stock, par value \$0.001 per share	Nasdaq Global Select Market

Securities registered pursuant to Section 12(g) of the Act: **None**

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes ☒ No ☐.

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Exchange Act. Yes ☐ No ☒.

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

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

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to the Form 10-K. ☐.

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 definitions of "large accelerated filer," "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer ☒ Accelerated filer ☐ 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 ☐ No ☒.

The aggregate market value of the voting stock held by non-affiliates of the registrant as of the last day of the second fiscal quarter ended June 30, 2015 was \$2,383,696,151 based on the closing stock price of \$37.09. Shares of voting stock held by each officer and director have been excluded in that such persons may be deemed to be affiliates. This determination of affiliate status is not necessarily a conclusive determination for other purposes. The market value calculation was determined using the closing stock price of our common stock on the Nasdaq Global Select Market.

The number of shares of common stock outstanding were 70,089,368 on February 17, 2016.

Portions of the registrant's definitive Proxy Statement for the registrant's 2016 Annual Meeting of Stockholders, which is expected to be filed pursuant to Regulation 14A within 120 days of the registrant's fiscal year ended December 29, 2015, are incorporated by reference into Part III of the Form 10-K. With the exception of the portions of the Proxy Statement expressly incorporated by reference, such document shall not be deemed filed with this Form 10-K.

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## **SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS**

This Annual Report on Form 10-K contains statements about future events and expectations that constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements are based on our beliefs, assumptions and expectations of our future financial and operating performance and growth plans, taking into account the information currently available to us. These statements are not statements of historical fact. Forward-looking statements involve risks and uncertainties that may cause our actual results to differ materially from the expectations of future results we express or imply in any forward-looking statements. In addition to the other factors discussed under "Risk Factors" elsewhere in this report, factors that could contribute to these differences include, but are not limited to:

- our ability to raise capital in the future;
- our ability to successfully execute our growth strategy;
- our ability to successfully open new restaurants, acquire franchise restaurants or execute other strategic transactions;
- our ability to increase and/or maintain sales and profits at our existing restaurants;
- our ability to integrate the franchise or other restaurants which we acquire or develop;
- the continued service of key management personnel;
- health concerns about our food products;
- our ability to attract, motivate and retain qualified employees;
- the impact of federal, state or local government laws and regulations relating to our employees or production and the sale of food and alcoholic beverages;
- the impact of litigation, including negative publicity;
- the cost of our principal food products;
- labor shortages or increased labor costs, such as health care, market wage levels and workers' compensation insurance costs;
- inflationary increases in the costs of construction and/or real estate;
- changes in consumer preferences and demographic trends;
- the impact of initiatives by competitors and increased competition generally;
- our ability to successfully expand into new domestic and international markets;
- risks associated with partnering in markets with franchisees or other investment partners with whom we have no prior history and whose interests may not align with ours;
- risks associated with developing new restaurant concepts and our ability to open new concepts;
- security breaches of confidential customer information in connection with our electronic processing of credit and debit card transactions or the failure of our information technology systems;
- the rate of growth of general and administrative expenses associated with building a strengthened corporate infrastructure to support our growth initiatives;
- negative publicity regarding food safety, health concerns and other food or beverage related matters, including the integrity of our or our suppliers' food processing;

- our franchisees' adherence to our practices, policies and procedures;
- potential fluctuation in our quarterly operating results due to seasonality and other factors;
- supply and delivery shortages or interruptions;
- our ability to adequately protect our intellectual property;
- volatility of actuarially determined insurance losses and loss estimates;
- adoption of new, or changes in existing, accounting policies and practices;
- adverse weather conditions which impact guest traffic at our restaurants; and
- unfavorable general economic conditions in the markets in which we operate that adversely affect consumer spending.

The words "believe," "may," "should," "anticipate," "estimate," "expect," "intend," "objective," "seek," "plan," "strive," "goal," "projects," "forecasts," "will" or similar words or, in each case, their negative or other variations or comparable terminology, identify forward-looking statements. We qualify any forward-looking statements entirely by these cautionary factors.

Other risks, uncertainties and factors, including those discussed under "Risk Factors," could cause our actual results to differ materially from those projected in any forward-looking statements we make.

We assume no obligation to publicly update or revise these forward-looking statements for any reason, or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

## PART I

### ITEM 1—BUSINESS

Texas Roadhouse, Inc. (the "Company") was incorporated under the laws of the state of Delaware in 2004. The principal executive office is located in Louisville, Kentucky.

#### General Development of Business

Texas Roadhouse, Inc. is a growing restaurant company operating predominately in the casual dining segment. Our founder, chairman and chief executive officer ("CEO"), W. Kent Taylor, started the business in 1993 with the opening of the first Texas Roadhouse restaurant in Clarksville, Indiana. Since then, we have grown to 483 restaurants in 49 states and four foreign countries. Our mission statement is "Legendary Food, Legendary Service®." Our operating strategy is designed to position each of our restaurants as the local hometown favorite for a broad segment of consumers seeking high quality, affordable meals served with friendly, attentive service. As of December 29, 2015, we owned and operated 401 restaurants and franchised an additional 82 restaurants.

#### Financial Information about Operating Segments

We consider our restaurant and franchising operations as similar and have aggregated them into a single reportable segment. The majority of the restaurants operate in the U.S. within the casual dining segment of the restaurant industry, providing similar products to similar customers, and possessing similar pricing structures, resulting in similar long-term expected financial performance characteristics. Each of our 401 company-owned restaurants is considered an operating segment.

#### Narrative Description of Business

Of the 401 restaurants we owned and operated at the end of 2015, we operated 392 as Texas Roadhouse restaurants and seven as Bubba's 33 restaurants. In addition, we operated two restaurants outside of the casual dining segment. In 2016, we plan to open approximately 30 company restaurants. While the majority of our restaurant growth in 2016 will be Texas Roadhouse restaurants, we currently expect to open approximately seven Bubba's 33 restaurants. Throughout this report, we use the term "restaurants" to include Texas Roadhouse and Bubba's 33, unless otherwise noted.

Texas Roadhouse is a moderately priced, full-service, casual dining restaurant concept offering an assortment of specially seasoned and aged steaks hand-cut daily on the premises and cooked to order over open grills. In addition to steaks, we also offer our guests a selection of ribs, fish, seafood, chicken, pork chops, pulled pork and vegetable plates, and an assortment of hamburgers, salads and sandwiches. The majority of our entrées include two made-from-scratch side items, and we offer all our guests a free unlimited supply of roasted in-shell peanuts and fresh baked yeast rolls.

Bubba's 33 is a family-friendly sports restaurant offering an assortment of wings, sandwiches, pizza and burgers including our signature 33% bacon grind patty. In addition, we also offer our guests a selection of chicken, beef, fish and seafood. Bubba's 33 also offers an extensive selection of draft beer. Our first Bubba's 33 restaurant opened in May 2013.

The operating strategy that underlies the growth of our concepts is built on the following key components:

- *Offering high quality, freshly prepared food.* We place a great deal of emphasis on providing our guests with high quality, freshly prepared food. At our Texas Roadhouse restaurants, we hand-cut all but one of our assortment of steaks and make our sides from scratch. At our Bubba's 33 restaurants, we make our sides and bake our buns from scratch. As part of our process, we have developed proprietary recipes to provide consistency in quality and taste throughout all restaurants. We expect a management level employee to inspect every entrée before it leaves the kitchen to confirm it matches the guest's order and meets our standards for quality, appearance and presentation. In addition, we employ a team of product coaches whose function is to provide continual, hands-on training and education to our kitchen staff for the purpose of promoting consistent adherence to recipes, food preparation procedures, food safety standards, food appearance, freshness and portion size.
- *Offering performance-based manager compensation.* We offer a performance-based compensation program to our individual restaurant managers and multi-restaurant operators, who are called "managing partners" and

"market partners," respectively. Each of these partners earns a base salary plus a performance bonus, which represents a percentage of each of their respective restaurant's pre-tax net income. By providing our partners with a significant stake in the success of our restaurants, we believe that we are able to attract and retain talented, experienced and highly motivated managing and market partners.

- *Focusing on dinner.* In a high percentage of our restaurants, we limit our operating hours to dinner only during the weekdays with approximately one half of our restaurants offering lunch on Friday. By focusing on dinner, our restaurant teams have to prepare for and manage only one shift per day during the week. We believe this allows our restaurant teams to offer higher quality, more consistent food and service to our guests. In addition, we believe the dinner focus provides a better "quality-of-life" for our management teams and, therefore, is a key ingredient in attracting and retaining talented and experienced management personnel. We also focus on keeping our table-to-server ratios low to allow our servers to truly focus on their guests and serve their needs in a personal, individualized manner.
- *Offering attractive price points.* We offer our food and beverages at moderate price points that we believe are as low as or lower than those offered by many of our competitors. Within each menu category, we offer a choice of several price points with the goal of fulfilling each guest's budget and value expectations. For example, at our Texas Roadhouse restaurants, our steak entrées, which include the choice of two side items, generally range from \$9.99 for our 6-ounce Sirloin to \$26.99 for our 23-ounce Porterhouse T-Bone. The per guest average check for the Texas Roadhouse restaurants we owned and operated in 2015 was \$16.31. Per guest average check represents restaurant sales divided by the number of guests served. We consider each sale of an entrée to be a single guest served. Our per guest average check is higher as a result of our weekday dinner only focus. At our Bubba's 33 restaurants, our entrees range from \$7.99 for a turkey burger to \$19.99 for our 14-ounce ribeye.
- *Creating a fun and comfortable atmosphere.* We believe the atmosphere we establish in our restaurants is a key component for fostering repeat business. Our Texas Roadhouse restaurants feature a rustic southwestern lodge décor accentuated with hand-painted murals, neon signs, and southwestern prints, rugs and artifacts. Additionally, we offer jukeboxes, which continuously play upbeat country hits. Our Bubba's 33 restaurants feature walls lined with televisions playing sports events and are decorated with sports jerseys, neon signs and other local flair.

## Unit Prototype and Economics

We design our restaurant prototypes to provide a relaxed atmosphere for our guests, while also focusing on restaurant-level returns over time. Our current prototypical Texas Roadhouse restaurants consist of a freestanding building with approximately 6,700 to 7,500 square feet of space constructed on sites of approximately 1.7 to 2.0 acres or retail pad sites, with seating of approximately 57 to 68 tables for a total of 245 to 329 guests, including 15 bar seats, and parking for approximately 160 vehicles either on-site or in combination with some form of off-site cross parking arrangement. Our current prototypes are adaptable to in-line and end-cap locations and/or spaces within an enclosed mall or a shopping center. Our prototypical Bubba's 33 restaurant remains under development as we continue to open additional restaurants. We expect most Bubba's 33 restaurants to range between 7,700 and 8,900 square feet depending on location.

As of December 29, 2015, we leased 271 properties and owned 130 properties. Our 2015 average unit volume for all Texas Roadhouse company restaurants open before July 1, 2014 was \$4.7 million. The time required for a new Texas Roadhouse restaurant to reach a steady level of cash flow is approximately three to six months. For 2015, the average capital investment, including pre-opening costs, for the 24 Texas Roadhouse company restaurants opened during the year was \$4.7 million, broken down as follows:

	Average Cost	Low	High
Land(1) .....	\$ 1,225,000	\$ 725,000	\$ 2,205,000
Building(2) .....	1,725,000	1,365,000	2,150,000
Furniture and Equipment .....	1,100,000	1,010,000	1,165,000
Pre-opening costs .....	600,000	410,000	1,085,000
Other(3) .....	50,000	—	440,000
Total .....	<u>\$ 4,700,000</u>		

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- (1) Represents the average cost for land acquisitions or 10x's initial base rent in the event the land is leased.
  - (2) Includes site work costs.
  - (3) Primarily liquor licensing costs, where applicable. This cost varies based on the licensing requirements in each state.

Our average capital investment in 2014 and 2013 was \$5.1 million and \$4.1 million, respectively. The increase in our 2014 average capital investment was primarily due to higher building costs at certain locations, such as Anchorage, Alaska and the New York, New York vicinity, along with higher pre-opening costs due to unexpected delays in restaurant openings throughout the year. We expect our average capital investment for Texas Roadhouse restaurants opened in 2016 to be approximately \$4.8 million.

For 2015, the average capital investment, including pre-opening costs, for the four Bubba's 33 company restaurants opened during the year was \$6.0 million. We expect our average capital investment for Bubba's 33 restaurants opened in 2016 to be approximately \$5.7 million to \$6.0 million.

Our capital investment (including cash and non-cash costs) for new restaurants varies significantly depending on a number of factors including, but not limited to: the square footage, layout, scope of any required site work, type of construction labor (union or non-union), local permitting requirements, our ability to negotiate with landowners and/or landlords, cost of liquor and other licenses and hook-up fees and geographical location.

### **Site Selection**

We continue to refine our site selection process. In analyzing each prospective site, our real estate team, including our restaurant market partners, devotes significant time and resources to the evaluation of local market demographics, population density, household income levels and site-specific characteristics such as visibility, accessibility, traffic generators, proximity of other retail activities, traffic counts and parking. We work actively with real estate brokers in target markets to select high quality sites and to maintain and regularly update our database of potential sites. We typically require three to six months to locate, approve and control a restaurant site and typically six to 12 additional months to obtain necessary permits. Upon receipt of permits, it requires approximately four to five months to construct, equip and open a restaurant.

## Existing Restaurant Locations

As of December 29, 2015, we had 401 company restaurants and 82 franchise restaurants in 49 states and four foreign countries as shown in the chart below.

	Number of Restaurants		
	Company	Franchise	Total
Alabama . . . . .	8	—	8
Alaska . . . . .	2	—	2
Arizona . . . . .	15	—	15
Arkansas . . . . .	3	—	3
California . . . . .	3	6	9
Colorado . . . . .	15	1	16
Connecticut . . . . .	4	—	4
Delaware . . . . .	2	2	4
Florida . . . . .	20	4	24
Georgia . . . . .	5	7	12
Idaho . . . . .	5	—	5
Illinois . . . . .	15	—	15
Indiana . . . . .	17	8	25
Iowa . . . . .	9	—	9
Kansas . . . . .	3	1	4
Kentucky . . . . .	11	2	13
Louisiana . . . . .	9	1	10
Maine . . . . .	3	—	3
Maryland . . . . .	5	6	11
Massachusetts . . . . .	8	1	9
Michigan . . . . .	11	3	14
Minnesota . . . . .	4	—	4
Mississippi . . . . .	1	—	1
Missouri . . . . .	11	—	11
Montana . . . . .	—	1	1
Nebraska . . . . .	3	1	4
Nevada . . . . .	1	—	1
New Hampshire . . . . .	3	—	3
New Jersey . . . . .	6	—	6
New Mexico . . . . .	4	—	4
New York . . . . .	14	—	14
North Carolina . . . . .	17	—	17
North Dakota . . . . .	2	1	3
Ohio . . . . .	26	2	28
Oklahoma . . . . .	6	—	6
Oregon . . . . .	2	—	2
Pennsylvania . . . . .	20	6	26
Rhode Island . . . . .	3	—	3
South Carolina . . . . .	2	6	8
South Dakota . . . . .	2	—	2
Tennessee . . . . .	11	2	13
Texas . . . . .	54	5	59
Utah . . . . .	9	1	10
Vermont . . . . .	1	—	1
Virginia . . . . .	12	—	12
Washington . . . . .	1	—	1
West Virginia . . . . .	1	2	3
Wisconsin . . . . .	10	3	13
Wyoming . . . . .	2	—	2
Total domestic restaurants . . . . .	401	72	473
United Arab Emirates . . . . .	—	4	4
Saudi Arabia . . . . .	—	1	1
Kuwait . . . . .	—	3	3
Taiwan . . . . .	—	2	2
Total international restaurants . . . . .	—	10	10
Total system-wide restaurants . . . . .	401	82	483



## Food

*Menu.* Our restaurants offer a wide variety of menu items at attractive prices that are designed to appeal to a broad range of consumer tastes. At Texas Roadhouse restaurants, our dinner entrée prices generally range from \$8.99 to \$26.99. We offer a broad assortment of specially seasoned and aged steaks, all cooked over open grills and all but one hand-cut daily on the premises. We also offer our guests a selection of ribs, fish, seafood, chicken, pork chops, pulled pork and vegetable plates, and an assortment of hamburgers, salads and sandwiches. Entrée prices include unlimited peanuts, fresh baked yeast rolls and most include the choice of two made-from-scratch sides. Other menu items include specialty appetizers such as the "Cactus Blossom®". We also provide a "12 & Under" menu for children that includes a selection of smaller-sized entrées served with one side item and a beverage at prices generally between \$3.99 and \$8.99. At Bubba's 33 restaurants, our menu prices, excluding appetizers, generally range from \$5.99 to \$19.99. We offer a broad assortment of wings, sandwiches, pizzas and burgers, including our signature 33% bacon grind patty. In addition, we also offer our guests a selection of chicken, beef, fish and seafood. Bubba's 33 also offers an extensive selection of draft beer. We provide a "12 & Under" menu for children at Bubba's 33 that includes a selection of items, including a beverage, at prices generally between \$3.99 and \$5.99.

Most of our restaurants feature a full bar that offers an extensive selection of draft and bottled beer, major brands of liquor and wine as well as margaritas. Managing partners are encouraged to tailor their beer selection to include regional and local brands. Alcoholic beverages at our Texas Roadhouse restaurants accounted for approximately 11% of restaurant sales in fiscal 2015.

We strive to maintain a consistent menu at our restaurants over time. We continually review our menu to consider enhancements to existing menu items or the introduction of new items. We change our menu only after guest feedback and an extensive study of the operational and economic implications. To maintain our high levels of food quality and service, we generally remove one menu item for every new menu item introduced so as to facilitate our ability to execute high quality meals on a focused range of menu items.

*Food Quality and Safety.* We are committed to serving a varied menu of high-quality, great tasting food items with an emphasis on freshness. We have developed proprietary recipes to promote consistency in quality and taste throughout all restaurants and provide a unique flavor experience to our guests. At each Texas Roadhouse restaurant, a trained meat cutter hand cuts our steaks and other restaurant team members prepare our side items and yeast rolls from scratch in the restaurants daily. At both Texas Roadhouse and Bubba's 33, we assign individual kitchen employees to the preparation of designated food items in order to focus on quality, consistency, speed and food safety. Additionally, we expect a management level employee to inspect every entrée before it leaves the kitchen to confirm it matches the guest's order and meets our standards for quality, appearance and presentation.

We employ a team of product coaches whose function is to provide continual, hands-on training and education to the kitchen staff in our restaurants for the purpose of reinforcing food quality, recipe consistency, food preparation procedures, food safety and sanitation standards, food appearance, freshness and portion size. The team currently consists of over 45 product coaches, supporting substantially all restaurants system-wide.

Food safety is of utmost importance to us. We currently utilize several programs to help facilitate adherence to proper food preparation procedures and food safety standards including our daily Taste and Temp procedures. We have a food team whose function, in conjunction with our product coaches, is to develop, enforce and maintain programs designed to promote compliance with food safety guidelines. As a requirement of our quality assurance process, primary food items purchased from qualified vendors have been inspected by reputable, outside inspection services confirming that the vendor is compliant with United States Food and Drug Administration ("FDA") and United States Department of Agriculture ("USDA") guidelines.

We perform food safety and sanitation audits on our restaurants each year and these results are reviewed by various members of operations and management. To maximize adherence to food safety protocols, we have incorporated HACCP (Hazard Analysis Critical Control Points) principles and Critical procedures (such as hand washing) in each recipe. In addition, most of our product coaches and food team members have obtained or are in the process of obtaining their Certified Professional—Food Safety designation from the National Environmental Health Association.

*Purchasing.* Our purchasing philosophy is designed to supply fresh, quality products to the restaurants at competitive prices while maximizing operating efficiencies. We negotiate directly with suppliers for substantially all food and beverage products to maximize quality and freshness and obtain competitive prices.

Food and supplies are ordered by and shipped directly to the domestic restaurants. Most food products used in the operation of our restaurants are distributed to individual restaurants through an independent national distribution company. We strive to qualify more than one supplier for all key food items and believe that beef of comparable quality as well as all other essential food and beverage products are available, upon short notice, from alternative qualified suppliers.

## **Service**

*Service Quality.* We believe that guest satisfaction and our ability to continually evaluate and improve the guest experience at each of our restaurants is important to our success. We employ a team of service coaches whose function is to provide consistent, hands-on training and education to our service staff in our restaurants for the purpose of reinforcing service quality and consistency, staff attitude, team work and manage interaction in the dining room.

*Guest Satisfaction.* Through the use of guest surveys, our websites, "texasroadhouse.com" and "bubbas33.com", a toll-free guest response telephone line, social media, and personal interaction in the restaurant, we receive valuable feedback from guests. Additionally, we employ an outside service to administer a "Secret Shopper" program whereby trained individuals periodically dine and comprehensively evaluate the guest experience at each of our domestic restaurants. Particular attention is given to food, beverage and service quality, cleanliness, staff attitude and teamwork, and manager visibility and interaction. The resulting reports are used for follow up training and providing feedback to both staff and management. We continue to evaluate and implement processes relating to guest satisfaction, including reducing guest wait times and improving host interaction with the guest.

*Atmosphere.* The atmosphere of our restaurants is intended to appeal to broad segments of the population including children, families, couples, adults and business persons. Substantially all Texas Roadhouse restaurants are of our prototype design, reflecting a rustic southwestern lodge atmosphere, featuring an exterior of rough-hewn cedar siding and corrugated metal. The interiors feature pine floors and stained concrete and are decorated with hand-painted murals, neon signs, southwestern prints, rugs and artifacts. The restaurants contain jukeboxes that continuously play upbeat country hits. Guests may also view a display-baking area, where our fresh baked yeast rolls are prepared, and a meat cooler displaying fresh cut steaks. Guests may wait for seating in either a spacious, comfortable waiting area or a southwestern style bar. While waiting for a table, guests can enjoy complimentary roasted in-shell peanuts and upon being seated at a table, guests can enjoy fresh baked yeast rolls along with roasted in-shell peanuts. Our Bubba's 33 restaurants feature walls lined with televisions playing a variety of sports events and are decorated with sports jerseys, neon signs and other local flair.

## **People**

*Management Personnel.* Each of our restaurants is generally staffed with one managing partner, one kitchen manager, one service manager and one or more additional assistant managers. Managing partners are single restaurant operators who have primary responsibility for the day-to-day operations of the entire restaurant. Kitchen managers have primary responsibility for managing operations relating to our food preparation and food quality, and service managers have primary responsibility for managing our service quality and guest experiences. The assistant managers support our kitchen and service managers; these managers are collectively responsible for the operations of the restaurant in the absence of a managing partner. All managers are responsible for maintaining our standards of quality and performance. We use market partners to oversee the operation of our restaurants. Generally, each market partner oversees up to 10 to 15 managing partners and their respective management teams. Market partners also assist with our site selection process and recruitment of new management teams. Through regular visits to the restaurants, the market partners facilitate adherence to all aspects of our concepts, strategies and standards of quality. To further facilitate adherence to our standards of quality and to maximize uniform execution throughout the system, we employ product coaches and service coaches who regularly visit the restaurants to assist in training of both new and existing employees and to grade food and service quality. The attentive service and high quality food, which results from each restaurant having a managing partner, at least two to three managers and the hands-on assistance of a product coach and a service coach, are critical to our success.

*Training and Development.* All restaurant employees are required to complete varying degrees of training before and during employment. Our comprehensive training program emphasizes our operating strategy, procedures and standards and is conducted individually at our restaurants and in groups in Louisville, Kentucky.

Our managing and market partners are generally required to have significant experience in the full-service restaurant industry and are generally hired at a minimum of nine to 12 months before their placement in a new or existing restaurant to allow time to fully train in all aspects of restaurant operations. All managing partners, kitchen and service managers and other management team members are required to complete an extensive training program of up to 20 weeks, which includes training for every position in the restaurant. Trainees are validated at pre-determined points during their training by the market partner, product coach and service coach.

A number of our restaurants have been certified as training centers by our training department. This certification confirms that the training center adheres to established operating procedures and guidelines. Additionally, most restaurants are staffed with training coordinators responsible for ongoing daily training needs.

For new restaurant openings, a full team of designated trainers, each specializing in a specific restaurant position, is deployed to the restaurant at least 10 days before opening. Formal employee training begins seven days before opening and follows a uniform, comprehensive training course as directed by a service coach.

## **Marketing**

Our marketing strategy aims to promote our brands while retaining a localized focus. We strive to increase comparable restaurant sales by increasing the frequency of visits by our current guests and attracting new guests to our restaurants and also by communicating and promoting our brands' food quality, the guest experience and value. We accomplish these objectives through three major initiatives.

*Local Restaurant Area Marketing.* Given our strategy to be a neighborhood destination, local restaurant area marketing is integral in developing brand awareness in each market. Managing partners are encouraged to participate in creative community-based marketing. We also engage in a variety of promotional activities, such as contributing time, money and complimentary meals to charitable, civic and cultural programs. We employ marketing coordinators at the restaurant and market level to develop and execute the majority of the local marketing strategies.

*In-restaurant Marketing.* A significant portion of our marketing fund is spent communicating with our guests inside our restaurants through point of purchase materials. We believe special promotions such as Valentine's Day and Mother's Day drive notable repeat business. Our eight-week holiday gift card campaign is one of our most impactful promotions.

*Advertising.* Our restaurants do not rely on national advertising to promote the brand. Earned media on a local level is a critical part of our strategy that features our product and people. Our restaurants use a permission-based email loyalty program, as well as social media, to promote the brand and engage with our guests. Our approach to media aligns with our focus on local store marketing and community involvement.

## **Restaurant Franchise Arrangements**

*Franchise Restaurants.* As of December 29, 2015, we had 22 franchisees that operated 82 Texas Roadhouse restaurants in 23 states and four foreign countries. Domestically, franchise rights are granted for specific restaurants only, as we have not granted any rights to develop a territory in the United States. We are currently not accepting new Texas Roadhouse franchisees. Approximately 75% of our franchise restaurants are operated by 10 franchisees and no franchisee operates more than 14 restaurants.

Our standard domestic franchise agreement has a term of 10 years with two renewal options for an additional five years each if certain conditions are satisfied. Our current form of domestic franchise agreement requires the franchisee to pay a royalty fee of 4.0% of gross sales. The royalty fee varies depending on when the agreements were entered into and range from 2.0% of gross sales to the current 4.0% fee. We may, at our discretion, waive or reduce the royalty fee on a temporary or permanent basis. "Gross sales" means the total selling price of all services and products related to the restaurant. Gross sales do not include:

- employee discounts or other discounts;
- tips or gratuities paid directly to employees by guests;
- any federal, state, municipal or other sales, value added or retailer's excise taxes; or

- adjustments for net returns on salable goods and discounts allowed to guests on sales.

Domestic franchisees are currently required to pay 0.3% of gross sales to a national marketing fund for the system-wide promotions and related marketing efforts. We have the ability under our agreements to increase the required marketing fund contribution up to 2.5% of gross sales. We may also charge a marketing fee of 0.5% of gross sales, which we may use for market research and to develop system-wide promotional and marketing materials. A franchisee's total required marketing contribution or spending will not be more than 3.0% of gross sales.

Our standard domestic franchise agreement gives us the right, but not the obligation, to compel a franchisee to transfer its assets to us in exchange for shares of our stock, or to convert its equity interests into shares of our stock. The amount of shares that a franchisee would receive is based on a formula that is included in the franchise agreement.

We have entered into area development agreements for the development of Texas Roadhouse restaurants in foreign countries. In 2010, we entered into an agreement for the development of Texas Roadhouse restaurants in eight countries in the Middle East over a 10 year period. In 2015, we amended our agreement in the Middle East to add one additional country to the territory. We currently have eight restaurants open in the Middle East. In addition to the Middle East, we currently have signed franchise development agreements for the development of Texas Roadhouse restaurants in Taiwan, the Philippines and Mexico. We currently have two restaurants open in Taiwan. For the existing international agreements, the franchisee is required to pay us a franchise fee for each restaurant to be opened, royalties on the gross sales of each restaurant and a development fee for our grant of development rights in the named countries. The term of the agreements may be extended. We anticipate that the specific business terms of any future franchise agreement for international restaurants might vary significantly from the standard terms of our domestic agreements and from the terms of existing international agreements, depending on the territory to be franchised and the extent of franchisor-provided services to each franchisee.

Any of our franchise agreements, whether domestic or international, may be terminated if the franchisee defaults in the performance of any of its obligations under the franchise agreement, including its obligations to operate the restaurant in strict accordance with our standards and specifications. A franchise agreement may also be terminated if a franchisee becomes insolvent, fails to make its required payments, creates a threat to the public health or safety, ceases to operate the restaurant, or misuses the Texas Roadhouse trademarks.

*Franchise Compliance Assurance.* We have various systems in place to promote compliance with our systems and standards, both during the development and operating of franchise restaurants. We actively work with our franchisees to support successful franchise operations as well as compliance with the Texas Roadhouse standards and procedures. During the restaurant development phase, we approve the selection of restaurant sites and make available copies of our prototype building plans to franchisees. In addition, we ensure that the building design is in compliance with our standards. We provide training to the managing partner and up to three other managers of a franchisee's first restaurant. We also provide trainers to assist in the opening of every domestic franchise restaurant; we provide trainers to assist our international franchisees in the opening of their restaurants until such time as they develop an approved restaurant opening training program. Finally, on an ongoing basis, we conduct reviews on all franchise restaurants to determine their level of effectiveness in executing our concept at a variety of operational levels. Our franchisees are required to follow the same standards and procedures regarding equipment and food purchases, preparation and safety procedures as we maintain in our company restaurants. Reviews are conducted by seasoned operations teams and focus on key areas including health, safety and execution proficiency.

*Management Services.* We provide management services to 24 of the franchise restaurants in which we and/or our founder have an ownership interest and six additional franchise restaurants in which neither we nor our founder have an ownership interest. Such management services include accounting, operational supervision, human resources, training, and food, beverage and equipment consulting for which we receive monthly fees of up to 2.5% of gross sales. We also make available to these restaurants certain legal services, restaurant employees and employee benefits on a pass-through cost basis. In addition, we receive a monthly fee from 15 franchise restaurants for providing payroll and accounting services.

## **Information Technology**

All of our company-owned restaurants utilize computerized management information systems, which are designed to improve operating efficiencies, provide restaurant and Support Center management with timely access to financial and operating data and reduce administrative time and expense. With our current information systems, we have the ability to

query, report and analyze this intelligent data on a daily, weekly, period, quarterly and year-to-date basis and beyond, on a company-wide, regional or individual restaurant basis. Together, this enables us to closely monitor sales, food and beverage costs and labor and operating expenses at each of our restaurants. We have a number of systems and reports that provide comparative information that enables both restaurant and Support Center management to supervise the financial and operational performance of our restaurants and to recognize and understand trends in the business. Our accounting department uses a standard, integrated system to prepare monthly profit and loss statements, which provides a detailed analysis of sales and costs. These monthly profit and loss statements are compared both to the restaurant-prepared reports and to prior periods. Restaurant hardware and software support for all of our restaurants is provided and coordinated from the restaurant Support Center in Louisville, Kentucky. Currently, we utilize cable, digital subscriber lines (DSL) or T-1 technology at the restaurant level, which serves as a high-speed, secure communication link between the restaurants and our Support Center as well as our credit and gift card processors. We guard against business interruption by maintaining a disaster recovery plan, which includes storing critical business information off-site, testing the disaster recovery plan and providing on-site power backup.

We accept credit cards and gift cards as payment at our restaurants. We have systems and processes in place that focus on the protection of our guests' credit card information and other private information that we are required to protect, such as our employees' personal information. Our systems have been carefully designed and configured to safeguard data loss or compromise. We submit our systems to regular audit and review, including the requirements of Payment Card Industry Data Security Standards. We also periodically scan our networks to check for vulnerability.

We believe that our current systems and practice of implementing regular updates will position us well to support current needs and future growth. Information systems projects are prioritized based on strategic, financial, regulatory and other business advantage criteria.

## **Competition**

Competition in the restaurant industry is intense. We compete with mid-priced, full-service, casual dining restaurants primarily on the basis of taste, quality and price of the food offered, service, atmosphere, location and overall dining experience. Our competitors include a large and diverse group of restaurants that range from independent local operators to well-capitalized national restaurant chains. We also face growing competition from the supermarket industry, which offers "convenient" meals in the form of improved entrees and side dishes from the deli section. In addition, improving product offerings of fast casual and quick-service restaurants, together with negative economic conditions could cause consumers to choose less expensive alternatives. Although we believe that we compete favorably with respect to each of the above factors, other restaurants and retail establishments compete for the same casual dining guests, quality site locations and restaurant-level employees as we do. We expect intense competition to continue in all of these areas.

## **Trademarks**

Our registered trademarks and service marks include, among others, our trade names and our stylized logos. We have registered all of our significant marks with the United States Patent and Trademark Office. We have registered or have registrations pending for our most significant trademarks and service marks in 46 foreign jurisdictions including the European Union. To better protect our brand, we have also registered various Internet domain names. We believe that our trademarks, service marks and other proprietary rights have significant value and are important to our brand-building efforts and the marketing of our restaurant concepts.

## **Government Regulation**

We are subject to a variety of federal, state and local laws affecting our businesses. Each of our restaurants is subject to permitting, licensing and regulation by a number of government authorities, which may include among others, alcoholic beverage control, health and safety, nutritional menu labeling, health care, sanitation, building and fire codes, and to compliance with the applicable zoning, land use and environmental laws and regulations. Difficulties in obtaining or failure to obtain required licenses or approvals could delay or prevent the development of a new restaurant in a particular area. Additionally, difficulties or inability to retain or renew licenses, or increased compliance costs due to changed regulations, could adversely affect operations at existing restaurants.

In 2015, the sale of alcoholic beverages at our Texas Roadhouse restaurants accounted for approximately 11% of our restaurant sales. Alcoholic beverage control regulations require each of our restaurants to apply to a state authority and, in certain locations, county or municipal authorities, for a license or permit to sell alcoholic beverages on the

premises that must be renewed annually and may be revoked or suspended for cause at any time. Alcoholic beverage control regulations affect numerous aspects of restaurant operations, including minimum age of patrons and employees, hours of operation, advertising, training, wholesale purchasing, inventory control and handling, storage and dispensing of alcoholic beverages. The failure of a restaurant to obtain or retain liquor or food service licenses or permits would have a material adverse effect on the restaurant's operations. To reduce this risk, each company restaurant is operated in accordance with procedures intended to facilitate compliance with applicable codes and regulations.

We are subject in certain states to "dram shop" statutes, which generally provide a person injured by an intoxicated person the right to recover damages from an establishment that wrongfully served alcoholic beverages to the intoxicated person. Consistent with industry standards, we carry liquor liability coverage as part of our existing comprehensive general liability insurance as well as excess umbrella coverage.

Our restaurant operations are also subject to federal and state labor laws governing such matters as minimum and tip wage requirements, overtime pay, health benefits, unemployment tax rates, workers' compensation rates, citizenship requirements, working conditions, safety standards and hiring and employment practices. Significant numbers of our service, food preparation and other personnel are paid at rates related to the federal minimum wage (which currently is \$7.25 per hour) or federal minimum tipped wage (which currently is \$2.13 per hour). Our employees who receive tips as part of their compensation, such as servers, are paid at or above a minimum wage rate, after giving effect to applicable tip credits. We rely on our employees to accurately disclose the full amount of their tip income, and we base our FICA tax reporting on the disclosures provided to us by such tipped employees. Numerous states in which we operate have passed legislation governing the applicable state minimum hourly and/or tipped wage. Further planned and unplanned increases in federal and/or state minimum hourly and tipped wages or state unemployment tax rates will increase our labor costs. These increases may or may not be offset by additional menu price adjustments and/or guest traffic growth.

The Patient Protection and Affordable Care Act of 2010 (the "PPACA") includes provisions requiring all Americans to obtain health care coverage in 2015. As part of these provisions, we are required to offer health insurance benefits to some of our employees that were not previously offered coverage or pay a penalty. In 2014, we offered coverage to an expanded group of hourly employees that worked a minimum of 35 hours a week which resulted in approximately \$3.0 million in higher health care benefit costs. At the beginning of 2015, we offered coverage to an expanded group of employees, which included hourly employees that work a minimum of 30 hours per week. As a result of this change, our health care benefit costs were approximately \$4.5 million higher in 2015 compared to the prior year. We continue to assess the ongoing impact of these provisions on our health care benefit costs. While we believe that the impact of the requirement to provide more extensive health insurance benefits to employees is manageable, the requirements could have an adverse effect on our results of operations and financial position. These increases may or may not be offset by additional menu price adjustments and/or guest traffic growth.

We are subject to laws and regulations relating to the preparation and sale of food, including regulations regarding product safety, nutritional content and menu labeling. We are or may become subject to laws and regulations requiring disclosure of calorie, fat, trans-fat, salt and allergen content. The PPACA establishes a uniform, federal requirement for certain restaurants to post nutritional information on their menus, which specifically requires chain restaurants with 20 or more locations operating under the same name and offering substantially the same menus to publish the total number of calories of standard menu items on menus and menu boards, along with a statement that puts this calorie information in the context of a total daily calorie intake. The PPACA also requires covered restaurants to provide to consumers, upon request, a written summary of detailed nutritional information for each standard menu item and to provide a statement on menus and menu boards about the availability of this information. The PPACA further permits the FDA to require covered restaurants to make additional nutrient disclosures, such as disclosure of trans-fat content. The FDA released final regulations to implement the menu labeling provision of the PPACA in November 2014 with a compliance date of December 1, 2016. Compliance with current and future laws and regulations regarding the ingredients and nutritional content of our menu items may be costly and time-consuming. Additionally, if consumer health regulations or consumer eating habits change significantly, we may be required to modify or discontinue certain menu items, and we may experience higher costs associated with the implementation of those changes. In addition, we cannot make any assurances regarding our ability to effectively respond to changes in consumer health perceptions or our ability to successfully implement the nutrient content disclosure requirements and to adapt our menu offerings to trends in eating habits. The imposition of menu-labeling laws could have an adverse effect on our results of operations and financial position, as well as the restaurant industry in general.

Our facilities must comply with the applicable requirements of the Americans with Disabilities Act of 1990 ("ADA") and related state accessibility statutes. Under the ADA and related state laws, we must provide equivalent



service to disabled persons and make reasonable accommodation for their employment. In addition, when constructing or undertaking significant remodeling of our restaurants, we must make those facilities accessible.

We are subject to laws relating to information security, privacy, cashless payments and consumer credit, protection and fraud. An increasing number of governments and industry groups worldwide have established data privacy laws and standards for the protection of personal information, including social security numbers, financial information (including credit card numbers), and health information.

See Item 1A "Risk Factors" below for a discussion of risks relating to federal, state and local regulation of our business.

### Seasonality

Our business is also subject to minor seasonal fluctuations. Historically, sales in most of our restaurants have been higher during the winter months of each year. Holidays, changes in weather, severe weather and similar conditions may impact sales volumes seasonally in some operating regions. As a result, our quarterly operating results and comparable restaurant sales may fluctuate as a result of seasonality. Accordingly, results for any one quarter are not necessarily indicative of results to be expected for any other quarter or for any year and comparable restaurant sales for any particular future period may decrease.

### Employees

As of December 29, 2015, we employed approximately 47,900 people in the company restaurants we own and operate and our corporate support center. This amount includes 528 executive and administrative personnel and 1,854 restaurant management personnel, while the remainder were hourly restaurant personnel. Many of our hourly restaurant employees work part-time. None of our employees are covered by a collective bargaining agreement.

### Executive Officers of the Company

Set forth below are the name, age, position and a brief account of the business experience of each of our executive officers:

<u>Name</u>	<u>Age</u>	<u>Position</u>
W. Kent Taylor . . . . .	60	Chairman and Chief Executive Officer
Scott M. Colosi . . . . .	51	President and Chief Financial Officer
Celia P. Catlett. . . . .	39	General Counsel and Corporate Secretary
S. Chris Jacobsen . . . . .	50	Chief Marketing Officer

*W. Kent Taylor.* Mr. Taylor is the founder of Texas Roadhouse and resumed his role as Chief Executive Officer in August 2011, a position he held between May 2000 and October 2004. He was named Chairman of the Company and Board in October 2004. Before his founding of our concept, Mr. Taylor founded and co-owned Buckhead Bar and Grill in Louisville, Kentucky. Mr. Taylor has over 30 years of experience in the restaurant industry.

*Scott M. Colosi.* Mr. Colosi was appointed President in August 2011 and has served as Chief Financial Officer since January 2015. Previously, Mr. Colosi served as our Chief Financial Officer from September 2002 to August 2011. From 1992 until September 2002, Mr. Colosi was employed by YUM! Brands, Inc., owner of KFC, Pizza Hut and Taco Bell brands. During this time, Mr. Colosi served in various financial positions and, immediately prior to joining us, was Director of Investor Relations. Mr. Colosi has over 25 years of experience in the restaurant industry.

*Celia P. Catlett.* Ms. Catlett was appointed General Counsel in November 2013. She joined Texas Roadhouse in May 2005 and served as Associate General Counsel from July 2010 until her appointment as General Counsel. She has served as Corporate Secretary since 2011. Prior to joining us, Ms. Catlett practiced law in New York City. Ms. Catlett has 15 years of legal experience, including over 10 years of experience in the restaurant industry.

*S. Chris Jacobsen.* Mr. Jacobsen was appointed Chief Marketing Officer in February 2016. Mr. Jacobsen joined Texas Roadhouse in January 2003 and has served as Vice President of Marketing since 2011. Prior to joining us, Mr. Jacobsen was employed by Papa John's International and Waffle House, Inc. where he held various senior level marketing positions. He has over 20 years of restaurant industry experience.

## Website Access to Reports

We make our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to those reports, filed or furnished pursuant to section 13(a) or 15(d) of the Securities Exchange Act of 1934, available, free of charge on or through the Internet website, [www.texasroadhouse.com](http://www.texasroadhouse.com), as soon as reasonably practicable after we electronically file such material with, or furnish it to, the Securities and Exchange Commission ("SEC").

## ITEM 1A. RISK FACTORS

From time to time, in periodic reports and oral statements and in this Annual Report on Form 10-K, we present statements about future events and expectations that constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements are based on our beliefs, assumptions and expectations of our future financial and operating performance and growth plans, taking into account the information currently available to us. These statements are not statements of historical fact. Forward-looking statements involve risks and uncertainties that may cause our actual results to differ materially from the expectations of future results we express or imply in any forward-looking statements.

Careful consideration should be given to the risks described below. If any of the risks and uncertainties described in the cautionary factors described below actually occurs, our business, financial condition and results of operations, and the trading price of our common stock could be materially and adversely affected. Moreover, we operate in a very competitive and rapidly changing environment. New factors emerge from time to time and it is not possible to predict the impact of all these factors on our business, financial condition or results of operations.

### **Risks Related to Our Business and Industry**

#### ***If we fail to manage our growth effectively, it could harm our business.***

Failure to manage our growth effectively could harm our business. We have grown significantly since our inception and intend to continue growing in the future. Our existing restaurant management systems, financial and management controls and information systems may not be adequate to support our planned expansion. Our ability to manage our growth effectively will require us to continue to enhance these systems, procedures and controls and to locate, hire, train and retain management and operating personnel. We cannot assure you that we will be able to respond on a timely basis to all of the changing demands that our planned expansion will impose on management and on our existing infrastructure. If we are unable to manage our growth effectively, our business and operating results could be materially adversely impacted.

#### ***Our growth strategy, which primarily depends on our ability to open new restaurants that are profitable, is subject to many factors, some of which are beyond our control.***

Our objective is to grow our business and increase stockholder value by (1) expanding our base of company restaurants (and, to a lesser extent, franchise restaurants) that are profitable and (2) increasing sales and profits at existing restaurants. While both these methods of achieving our objective are important to us, historically the most significant means of achieving our objective has been through opening new restaurants and operating these restaurants on a profitable basis. We expect this to continue to be the case for the near future.

We cannot assure you that we will be able to open new restaurants in accordance with our expansion plans. We have experienced delays in opening some of our restaurants in the past and may experience delays in the future. Delays or failures in opening new restaurants could materially adversely affect our growth strategy. One of our biggest challenges in executing our growth strategy is locating and securing an adequate supply of suitable new restaurant sites. Competition for suitable restaurant sites in our target markets is intense. We cannot assure you that we will be able to find sufficient suitable locations, or suitable purchase or lease terms, for planned expansion in any future period. Our ability to open new restaurants will also depend on numerous other factors, some of which are beyond our control, including, but not limited to, the following:

- our ability to hire, train and retain qualified operating personnel, especially market partners and managing partners;

- the availability of construction materials and labor;
- our ability to control construction and development costs of new restaurants;
- our ability to secure required governmental approvals and permits in a timely manner, or at all;
- our ability to secure liquor licenses;
- general economic conditions;
- the cost and availability of capital to fund construction costs and pre-opening expenses; and
- weather and acts of God.

Once opened, we anticipate that our new restaurants will generally take several months to reach planned operating levels due to start-up inefficiencies typically associated with new restaurants. We cannot assure you that any restaurant we open will be profitable or obtain operating results similar to those of our existing restaurants. Our ability to operate new restaurants profitably will depend on numerous factors, including those discussed above impacting our average unit volume and comparable restaurant sales, some of which are beyond our control, including, but not limited to, the following:

- competition from competitors in our industry or our own restaurants;
- consumer acceptance of our restaurants in new domestic or international markets;
- the ability of the market partner and the managing partner to execute our business strategy at the new restaurant;
- general economic conditions which can affect restaurant traffic, local labor costs, and prices we pay for the food products and other supplies we use;
- changes in government regulation;
- road construction and other factors limiting access to the restaurant; and
- weather and acts of God.

Our failure to successfully open new restaurants that are profitable in accordance with our growth strategy could harm our business and future prospects. In addition, our inability to open new restaurants and provide growth opportunities to our employees could result in the significant loss of qualified personnel which could harm our business and future prospects.

***Our expansion into new domestic and/or international markets may present increased risks due to our unfamiliarity with the area.***

Some of our new restaurants will be located in areas where we have little or no meaningful experience. Those markets may have different competitive conditions, consumer tastes and discretionary spending patterns than our existing markets, which may cause our new restaurants to be less successful than restaurants in our existing markets. An additional risk of expanding into new markets is the lack of market awareness of our brands. Restaurants opened in new markets may open at lower average weekly sales volume than restaurants opened in existing markets and may have higher restaurant-level operating expense ratios than in existing markets. Sales at restaurants opened in new markets may take longer to reach average unit volume, if at all, thereby affecting our overall profitability.

We are also subject to governmental regulations throughout the world impacting the way we do business with our international franchisees. These include antitrust and tax requirements, anti-boycott regulations, import/export/customs and other international trade regulations, the USA Patriot Act and the Foreign Corrupt Practices Act. Failure to comply with any such legal requirements could subject us to monetary liabilities and other sanctions, which could adversely impact our business and financial performance.

***The acquisition of existing restaurants from our franchisees and other strategic transactions may have unanticipated consequences that could harm our business and our financial condition.***

We plan to opportunistically acquire existing restaurants from our franchisees over time. Additionally, from time to time, we evaluate potential mergers, acquisitions, joint ventures or other strategic initiatives to acquire or develop additional concepts. To successfully execute any acquisition or development strategy, we will need to identify suitable acquisition or development candidates, negotiate acceptable acquisition or development terms and obtain appropriate financing. Any acquisition or future development that we pursue, whether or not successfully completed, may involve risks, including:

- material adverse effects on our operating results, particularly in the fiscal quarters immediately following the acquisition or development as the restaurants are integrated into our operations;
- risks associated with entering into new domestic or international markets or conducting operations where we have no or limited prior experience;
- risks inherent in accurately assessing the value, future growth potential, strengths, weaknesses, contingent and other liabilities and potential profitability of acquisition candidates, and our ability to achieve projected economic and operating synergies; and
- the diversion of management's attention from other business concerns.

Future acquisitions of existing restaurants from our franchisees or other strategic partners, which may be accomplished through a cash purchase transaction, the issuance of shares of common stock or a combination of both, could have a dilutive impact on holders of our common stock, and result in the incurrence of debt and contingent liabilities and impairment charges related to goodwill and other tangible and intangible assets, any of which could harm our business and financial condition. The development of additional concepts and/or the entrance into international markets may not be as successful as our experience in the development of the Texas Roadhouse concept domestically. Development rates for newer brands may differ significantly as there is increased risk in the development of a new restaurant concept or system.

***You should not rely on past changes in our average unit volume or our comparable restaurant sales growth as an indication of our future results of operations because they may fluctuate significantly.***

A number of factors have historically affected, and will continue to affect, our average unit volume and comparable restaurant sales growth, including, among other factors:

- consumer awareness and understanding of our brands;
- our ability to execute our business strategy effectively;
- unusually strong initial sales performance by new restaurants;
- competition, either from our competitors in the restaurant industry or our own restaurants;
- weather and acts of God;
- consumer trends;
- introduction of new menu items;
- negative publicity regarding food safety, health concerns, quality of service, and other food or beverage related matters, including the integrity of our or our suppliers' food processing; and
- general economic conditions, which can affect restaurant traffic, local labor costs and prices we pay for the food products and other supplies we use.

Our average unit volume and comparable restaurant sales growth may not increase at rates achieved in the past. Changes in our average unit volume and comparable restaurant sales growth could cause the price of our common stock to fluctuate substantially.

***Our quarterly operating results may fluctuate significantly and could fall below the expectations of securities analysts and investors due to a number of factors, some of which are beyond our control, resulting in a decline in our stock price.***

Our quarterly operating results may fluctuate significantly because of several factors, including:

- the timing of new restaurant openings and related expenses;
- restaurant operating costs for our newly-opened restaurants, which are often materially greater during the first several months of operation than thereafter;
- labor availability and costs for hourly and management personnel including mandated changes in federal and/or state minimum and tip wage rates, state unemployment tax rates, or health benefits;
- profitability of our restaurants, particularly in new markets;
- changes in interest rates;
- the impact of litigation, including negative publicity;
- increases and decreases in average unit volume and comparable restaurant sales growth;
- impairment of long-lived assets, including goodwill, and any loss on restaurant closures;
- general economic conditions which can affect restaurant traffic, local labor costs, and prices we pay for the food products and other supplies we use;
- negative publicity regarding food safety, health concerns and other food and beverage related matters, including the integrity of our or our suppliers' food processing;
- negative publicity relating to the consumption of beef or other products we serve;
- changes in consumer preferences and competitive conditions;
- expansion to new domestic or international markets;
- adverse weather conditions which impact guest traffic at our restaurants;
- increases in infrastructure costs;
- adoption of new, or changes in existing, accounting policies or practices;
- fluctuations in commodity prices;
- competitive actions; and
- weather and acts of God.

Our business is also subject to minor seasonal fluctuations. Historically, sales in most of our restaurants have been higher during the winter months of each year. Holidays, changes in weather, severe weather and similar conditions may impact sales volumes seasonally in some operating regions. As a result, our quarterly operating results and comparable restaurant sales may fluctuate as a result of seasonality. Accordingly, results for any one quarter are not necessarily indicative of results to be expected for any other quarter or for any year and comparable restaurant sales for any particular future period may decrease. In the future, operating results may fall below the expectations of securities analysts and investors. In that event, the price of our common stock could decrease.

***The possibility of future misstatement exists due to inherent limitations in our control systems, which could adversely affect our business.***

We cannot be certain that our internal control over financial reporting and disclosure controls and procedures will prevent all possible error and fraud. A control system, no matter how well conceived and operated, can provide only reasonable, not absolute, assurance that the objectives of the control system are met. Because of inherent limitations in all control systems, no evaluation of controls can provide absolute assurance that all control issues and instances of error or fraud, if any, in our company have been detected. These inherent limitations include the realities that judgments in decision-making can be faulty and that breakdowns can occur because of simple error or mistake, which could have an adverse impact on our business.

***Changes in food and supply costs could adversely affect our results of operations.***

Our profitability depends in part on our ability to anticipate and react to changes in food and supply costs. Any increase in food prices, particularly proteins, could adversely affect our operating results. In addition, we are susceptible to increases in food costs as a result of factors beyond our control, such as food supply constrictions, weather conditions, food safety concerns, product recalls, global market and trade conditions, and government regulations. We cannot predict whether we will be able to anticipate and react to changing food costs by adjusting our purchasing practices and menu prices, and a failure to do so could adversely affect our operating results. Extreme and/or long term increases in commodity prices could adversely affect our future results, especially if we are unable, primarily due to competitive reasons, to increase menu prices. Additionally, if there is a time lag between the increasing commodity prices and our ability to increase menu prices or if we believe the commodity price increase to be short in duration and we choose not to pass on the cost increases, our short-term results could be negatively affected. Also, if we adjust pricing there is no assurance that we will realize the full benefit of any adjustment due to changes in our guests' menu item selections and guest traffic.

We currently purchase the majority of our beef from three beef suppliers under annual contracts. While we maintain relationships with additional suppliers, if any of these vendors were unable to fulfill its obligations under its contracts, we could encounter supply shortages and incur higher costs to secure adequate supplies, either of which would harm our business.

***Our business could be adversely affected by increased labor costs or labor shortages.***

Labor is a primary component in the cost of operating our business. We devote significant resources to recruiting and training our managers and hourly employees. Increased labor costs due to competition, unionization, increased minimum and tip wages, state unemployment rates or employee benefits costs or otherwise, would adversely impact our operating expenses. The federal government and numerous states have enacted legislation resulting in tip and/or minimum wage increases as well as pre-determined future increases. We anticipate that additional legislation will be enacted in future periods. The Patient Protection and Affordable Care Act ("PPACA") includes provisions requiring health care coverage for all Americans in 2015. The legislation imposes implementation effective dates that began in 2010 and extend through 2020, and many of the changes require additional guidance from government agencies or federal regulations. The requirements to provide health insurance benefits to employees could have an adverse effect on our results of operations and financial position. Our distributors and suppliers also may be affected by higher minimum wage and benefit standards, which could result in higher costs for goods and services supplied to us. In addition, a shortage in the labor pool or other general inflationary pressures or changes could also increase our labor costs. Our operating margin will be adversely affected to the extent that we are not able or are unwilling to offset these costs through higher prices on our products.

Moreover, we could suffer from significant indirect costs, including restaurant disruptions due to management or hourly labor turnover and potential delays in new restaurant openings or adverse guest reactions to inadequate guest service levels due to staff shortages. Competition for qualified employees exerts upward pressure on wages paid to attract such personnel, resulting in higher labor costs, together with greater recruitment and training expense. A shortage in the labor pool could also cause our restaurants to be required to operate with reduced staff, which could negatively impact our ability to provide adequate service levels to our guests.

In addition, our success depends on our ability to attract, motivate and retain qualified employees, including restaurant managers and staff, to keep pace with our growth strategy. If we are unable to do so, our results of operations may be adversely affected.



***Approximately 14% of our company-owned restaurants are located in Texas and, as a result, we are sensitive to economic and other trends and developments in that state.***

As of December 29, 2015, we operated a total of 54 company-owned restaurants in Texas. As a result, we are particularly susceptible to adverse trends and economic conditions in this state, including its labor market. In addition, given our geographic concentration in this state, negative publicity regarding any of our restaurants in Texas could have a material adverse effect on our business and operations, as could other occurrences in Texas such as local strikes, energy shortages or extreme fluctuations in energy prices, droughts, earthquakes, fires or other natural disasters.

***Our objective to increase sales and profits at existing restaurants could be adversely affected by macroeconomic conditions.***

During 2016 and possibly beyond, the U.S. and global economies may suffer from a downturn in economic activity. Recessionary economic cycles, higher interest rates, higher fuel and other energy costs, inflation, increases in commodity prices, higher levels of unemployment, higher consumer debt levels, higher tax rates and other changes in tax laws or other economic factors that may affect consumer spending or buying habits could adversely affect the demand for our products. As in the past, we could experience reduced guest traffic or we may be unable or unwilling to increase the prices we can charge for our products to offset higher costs or fewer transactions, either of which could reduce our sales and profit margins. Also, landlords or other tenants in the shopping centers in which some of our restaurants are located may experience difficulty as a result of macroeconomic trends or cease to operate, which could in turn negatively affect guest traffic at our restaurants. All of these factors could have a material adverse impact on our business, results of operations, financial condition or liquidity.

***Changes in consumer preferences and discretionary spending could adversely affect our business.***

Our success depends, in part, upon the popularity of our food products. Shifts in consumer preferences away from our restaurants or cuisine, particularly beef, would harm our business. Also, our success depends to a significant extent on discretionary consumer spending, which is influenced by general economic conditions and the availability of discretionary income. Accordingly, we may experience declines in sales during economic downturns or during periods of uncertainty. Any material decline in the amount of discretionary spending could have a material adverse effect on our business, results of operations, financial condition or liquidity.

***Our success depends on our ability to compete with many food service businesses.***

The restaurant industry is intensely competitive. We compete with many well-established food service companies on the basis of taste, quality and price of products offered, guest service, atmosphere, location and overall guest experience. Our competitors include a large and diverse group of restaurant chains and individual restaurants that range from independent local operators that have opened restaurants in various markets to well-capitalized national restaurant companies. We also face competition from the supermarket industry which offers "convenient" meals in the form of improved entrees and side dishes from the deli section. In addition, improving product offerings of fast casual and quick-service restaurants, together with negative economic conditions could cause consumers to choose less expensive alternatives. Many of our competitors or potential competitors have substantially greater financial and other resources than we do, which may allow them to react to changes in pricing, marketing and the casual dining segment of the restaurant industry better than we can. As our competitors expand their operations, we expect competition to intensify. We also compete with other restaurant chains and other retail establishments for quality site locations and hourly employees.

***The food service industry is affected by litigation and publicity concerning food quality, health and other issues, which can cause guests to avoid our restaurants and result in significant liabilities or litigation costs.***

Food service businesses can be adversely affected by litigation and complaints from guests, consumer groups or government authorities resulting from food quality, illness, injury or other health concerns or operating issues stemming from one restaurant or a limited number of restaurants. Adverse publicity about these allegations may negatively affect us, regardless of whether the allegations are true, by discouraging guests from eating at our restaurants. We could also incur significant liabilities if a lawsuit or claim results in a decision against us or litigation costs regardless of the result.

Given the marked increase in the use of social media platforms and similar devices in recent years, individuals have access to a broad audience of consumers and other interested persons. The availability of information on social media platforms is virtually immediate as is its impact. Many social media platforms immediately publish the content their

subscribers and participants can post, often without filters or checks on the accuracy of the content posted. Information concerning our company may be posted on such platforms at any time. Information posted may be adverse to our interests or may be inaccurate, each of which may harm our business. The harm may be immediate without affording us an opportunity for redress or correction. These factors could have a material adverse effect on our business.

***Health concerns relating to the consumption of beef or other food products could affect consumer preferences and could negatively impact our results of operations.***

Like other restaurant chains, consumer preferences could be affected by health concerns about the consumption of beef, the key ingredient in many of our menu items, or negative publicity concerning food quality, illness and injury in general. In recent years there has been negative publicity concerning e-coli, hepatitis A, "mad cow," "foot-and-mouth" disease and "bird flu." The restaurant industry has also been subject to a growing number of claims that the menus and actions of restaurant chains have led to the obesity of certain of their guests. In November 2014, the FDA published final regulations to implement the menu labeling provisions of the PPACA with a compliance date of December 2015. In July 2015, the FDA delayed compliance in order to further clarify guidance. Companies have until December 1, 2016 to comply with the new guidance. We cannot make any assurances regarding our ability to effectively respond to changes in consumer health perceptions or our ability to successfully implement the nutrient content disclosure requirements and to adapt our menu offerings to trends in eating habits. The imposition of menu-labeling laws could have an adverse effect on our results of operations and financial position, as well as the restaurant industry in general. The labeling requirements and any negative publicity concerning any of the food products we serve may adversely affect demand for our food and could result in a decrease in guest traffic to our restaurants. If we react to the labeling requirements or negative publicity by changing our concept or our menu offerings or their ingredients, we may lose guests who do not prefer the new concept or products, and we may not be able to attract sufficient new guests to produce the revenue needed to make our restaurants profitable. In addition, we may have different or additional competitors for our intended guests as a result of a change in our concept and may not be able to compete successfully against those competitors. A decrease in guest traffic to our restaurants as a result of these health concerns or negative publicity or as a result of a change in our menu or concept could materially harm our business.

***Food safety and food-borne illness concerns may have an adverse effect on our business by reducing demand and increasing costs.***

Food safety is a top priority, and we dedicate substantial resources to help our guests enjoy safe, quality food products. However, food-borne illnesses and food safety issues occur in the food industry from time to time. Any report or publicity linking us to instances of food-borne illness or other food safety issues, including food tampering or contamination, could adversely affect our brands and reputation as well as our revenues and profits. In addition, instances of food-borne illness, food tampering or food contamination occurring solely at restaurants of our competitors could result in negative publicity about the food service industry generally and adversely impact our sales.

Furthermore, our reliance on third-party food suppliers and distributors increases the risk that food-borne illness incidents could be caused by factors outside of our control and that multiple locations would be affected rather than a single restaurant. We cannot assure that all food items are properly maintained during transport throughout the supply chain and that our employees will identify all products that may be spoiled and should not be used in our restaurants. If our guests become ill from food-borne illnesses, we could be forced to temporarily close some restaurants. Furthermore, any instances of food contamination, whether or not at our restaurants, could subject us or our suppliers to a food recall.

The United States and other countries have experienced, or may experience in the future, outbreaks of viruses, such as the Norovirus, Ebola, Avian Flu, SARS and H1N1. To the extent that a virus is food-borne, future outbreaks may adversely affect the price and availability of certain food products and cause our guests to eat less of a product. To the extent that a virus is transmitted by human-to-human contact, our employees or guests could become infected, or could choose, or be advised or required, to avoid gathering in public places, any one of which could adversely affect our business.

***We rely heavily on information technology, and any material failure, weakness or interruption could prevent us from effectively operating our business.***

We rely heavily on information systems, including point-of-sale processing in our restaurants for payment of obligations, collection of cash, credit and debit card transactions and other processes and procedures. Our ability to efficiently and effectively manage our business depends significantly on the reliability and capacity of these systems.

The failure of these systems to operate effectively, maintenance problems, upgrading or transitioning to new platforms could result in delays in guest service and reduce efficiency in our operations. Remediation of such problems could result in significant, unplanned capital investments.

***We may incur costs and adverse revenue consequences resulting from breaches of security related to confidential guest and/or employee information.***

The nature of our business involves the receipt and storage of information about our guests and employees. Hardware, software or other applications we develop and procure from third parties may contain defects in design or manufacture or other problems that could unexpectedly compromise information security. Unauthorized parties may also attempt to gain access to our systems and facilities through fraud, trickery or other forms of deceiving our employees or vendors. In addition, we accept electronic payment cards for payment in our restaurants. During 2015, approximately 77% of our transactions were by credit or debit cards, and such card usage could increase. Other retailers have experienced actual or potential security breaches in which credit and debit card along with employee information may have been stolen. We may in the future become subject to claims for purportedly fraudulent transactions arising out of alleged theft of guest and/or employee information, and we may also be the subject to lawsuits or other proceedings relating to these type of incidents. Any such claim or proceeding could cause us to incur significant unplanned expenses in excess of our insurance coverage, which could have a material adverse impact on our financial condition and results of operations. Further, adverse publicity resulting from these allegations may result in a material adverse revenue consequences for us and our restaurants.

***We may not be able to obtain and maintain licenses and permits necessary to operate our restaurants and compliance with governmental laws and regulations could adversely affect our operating results.***

The restaurant industry is subject to various federal, state and local government regulations, including those relating to the sale of food and alcoholic beverages. Such regulations are subject to change from time to time. The failure to obtain and maintain these licenses, permits and approvals, including liquor licenses, could adversely affect our operating results. Difficulties or failure to obtain the required licenses and approvals could delay or result in our decision to cancel the opening of new restaurants. Local authorities may revoke, suspend or deny renewal of our liquor licenses if they determine that our conduct violates applicable regulations.

In addition to our having to comply with these licensing requirements, various federal and state labor laws govern our relationship with our employees and affect operating costs. These laws include minimum and tip wage requirements, overtime pay, health benefits, unemployment tax rates, workers' compensation rates, citizenship requirements and working conditions. A number of factors could adversely affect our operating results, including:

- additional government-imposed increases in minimum and/or tipped wages, overtime pay, paid leaves of absence, sick leave, and mandated health benefits;
- increased tax reporting and tax payment requirements for employees who receive gratuities;
- any failure of our employees to comply with laws and regulations governing citizenship or residency requirements resulting in disruption of our work force and adverse publicity against us;
- a reduction in the number of states that allow gratuities to be credited toward minimum wage requirements; and
- increased employee litigation including claims under federal and/or state wage and hour laws.

The federal Americans with Disabilities Act prohibits discrimination on the basis of disability in public accommodations and employment. Although our restaurants are designed to be accessible to the disabled, we could be required to make modifications to our restaurants to provide service to, or make reasonable accommodations for disabled persons.

***Our failure or inability to enforce our trademarks or other proprietary rights could adversely affect our competitive position or the value of our brand.***

We own certain common law trademark rights and a number of federal and international trademark and service mark registrations, including our trade names and logos, and proprietary rights relating to certain of our core menu offerings. We believe that our trademarks and other proprietary rights are important to our success and our competitive

position. We, therefore, devote appropriate resources to the protection of our trademarks and proprietary rights. The protective actions that we take, however, may not be enough to prevent unauthorized usage or imitation by others, which could harm our image, brand or competitive position and, if we commence litigation to enforce our rights, cause us to incur significant legal fees. Our inability to register or protect our marks and other proprietary rights in foreign jurisdictions could adversely affect our competitive position in international markets.

We cannot assure you that third parties will not claim that our trademarks or menu offerings infringe upon their proprietary rights. Any such claim, whether or not it has merit, could be time-consuming, result in costly litigation, cause delays in introducing new menu items in the future or require us to enter into royalty or licensing agreements. As a result, any such claim could have a material adverse effect on our business, results of operations, financial condition or liquidity.

***Complaints or litigation may hurt us.***

Occasionally, our guests file complaints or lawsuits against us alleging that we are responsible for some illness or injury they suffered as a result of a visit to our restaurants, or that we have problems with food quality or operations. We are also subject to a variety of other claims arising in the ordinary course of our business, including personal injury claims, contract claims, claims from franchisees and claims alleging violations of federal and state laws regarding consumer, workplace and employment matters, wage and hour claims, discrimination and similar matters, or we could become subject to class action lawsuits related to these matters in the future. The restaurant industry has also been subject to a growing number of claims that the menus and actions of restaurant chains have led to the obesity of certain of their guests. In addition, we are subject to "dram shop" statutes. These statutes generally allow a person injured by an intoxicated person to recover damages from an establishment that wrongfully served alcoholic beverages to the intoxicated person. Some litigation against restaurant chains has resulted in significant judgments, including punitive damages, under dram shop statutes. Because a plaintiff may seek punitive damages, which may not be covered by insurance, this type of action could have an adverse impact on our financial condition and results of operations. Regardless of whether any claims against us are valid or whether we are liable, claims may be expensive to defend and may divert time and money away from our operations and hurt our performance. A judgment that is uninsured or significantly in excess of our insurance coverage for any claims could materially adversely affect our business, results of operations, financial condition or liquidity. Further, adverse publicity resulting from these allegations may have a material adverse effect on us and our restaurants.

***Our current insurance may not provide adequate levels of coverage against claims.***

We currently maintain insurance customary for businesses of our size and type. However, there are types of losses we may incur that cannot be insured against or that we believe are not economically reasonable to insure. Such damages could have a material adverse effect on our business, results of operations and/or liquidity. In addition, we self-insure a significant portion of expected losses under our health, workers compensation, general liability, employment practices liability and property insurance programs. Unanticipated changes in the actuarial assumptions and management estimates underlying our reserves for these losses could result in materially different amounts of expense under these programs, which could have a material adverse effect on our financial condition, results of operations and liquidity.

***We may need additional capital in the future and it may not be available on acceptable terms.***

The development of our business may require significant additional capital in the future to, among other things, fund our operations and growth strategy. We may rely on bank financing and also may seek access to the debt and/or equity capital markets. There can be no assurance, however, that these sources of financing will be available on terms favorable to us, or at all. Our ability to obtain additional financing will be subject to a number of factors, including market conditions, our operating performance, investor sentiment and our ability to incur additional debt in compliance with agreements governing our outstanding debt. These factors may make the timing, amount, terms and conditions of additional financings unattractive to us. If we are unable to raise additional capital, our growth could be impeded.

***Our existing credit facility limits our ability to incur additional debt.***

The lenders' obligation to extend credit under our amended revolving credit facility depends on our maintaining certain financial covenants, including a minimum consolidated fixed charge coverage ratio of 2.00 to 1.00 and a maximum consolidated leverage ratio of 3.00 to 1.00. If we are unable to maintain these ratios, we would be unable to obtain additional financing under this amended revolving credit facility. The amended revolving credit facility permits us to incur additional secured or unsecured indebtedness outside the revolving credit facility, except for the incurrence of

secured indebtedness that in the aggregate exceeds 15% of our consolidated tangible net worth or circumstances where the incurrence of secured or unsecured indebtedness would prevent us from complying with our financial covenants.

We have also entered into another loan agreement to finance a restaurant which imposes financial covenants that are less restrictive than those imposed by our existing revolving credit facility. A default under this loan agreement could result in a default under our existing revolving credit facility, which in turn would limit our ability to secure additional funds under that facility. As of December 29, 2015, we were in compliance with all of our lenders' covenants.

***We may be required to record additional impairment charges in the future.***

In accordance with accounting guidance as it relates to the impairment of long-lived assets, we make certain estimates and projections with regard to company-owned restaurant operations, as well as our overall performance in connection with our impairment analyses for long-lived assets. When impairment triggers are deemed to exist for any company-owned restaurant, the estimated undiscounted future cash flows for the restaurant are compared to its carrying value. If the carrying value exceeds the undiscounted cash flows, an impairment charge would be recorded equal to the difference between the carrying value and the estimated fair value.

We also review the value of our goodwill on an annual basis and when events or changes in circumstances indicate that the carrying value of goodwill or other intangible assets may exceed the fair value of such assets. The estimates of fair value are based upon the best information available as of the date of the assessment and incorporate management assumptions about expected future cash flows and contemplate other valuation measurements and techniques.

The estimates of fair value used in these analyses require the use of judgment, certain assumptions and estimates of future operating results. If actual results differ from our estimates or assumptions, additional impairment charges may be required in the future. If impairment charges are significant, our results of operations could be adversely affected.

***If we lose the services of any of our key management personnel, our business could suffer.***

Our future success depends on the continued services and performance of our key management personnel. Our future performance will depend on our ability to motivate and retain these and other key officers and managers, particularly regional market partners, market partners and managing partners. Competition for these employees is intense. The loss of the services of members of our senior management team or other key officers or managers or the inability to attract additional qualified personnel as needed could materially harm our business.

***Our franchisees could take actions that could harm our business.***

Our franchisees are contractually obligated to operate their restaurants in accordance with Texas Roadhouse standards. We also provide training and support to franchisees. However, most franchisees are independent third parties that we do not control, and these franchisees own, operate and oversee the daily operations of their restaurants. As a result, the ultimate success and quality of any franchise restaurant rests with the franchisee. If franchisees do not successfully operate restaurants in a manner consistent with our standards, the Texas Roadhouse image and reputation could be harmed, which in turn could adversely affect our business and operating results.

**Risks Related to Our Corporate Structure, Our Stock Ownership and Our Common Stock**

***Provisions in our charter documents and Delaware law may delay or prevent our acquisition by a third party.***

Our certificate of incorporation and by-laws contain several provisions that may make it more difficult for a third party to acquire control of us without the approval of our Board of Directors. These provisions include, among other things, advance notice for raising business or making nominations at meetings, "blank check" preferred stock and staggered terms for our Board of Directors. Blank check preferred stock enables our Board of Directors, without approval of the stockholders, to designate and issue additional series of preferred stock with such dividend, liquidation, conversion, voting or other rights, including the right to issue convertible securities with no limitations on conversion, as our Board of Directors may determine. The issuance of blank check preferred stock may adversely affect the voting and other rights of the holders of our common stock as our Board of Directors may designate and issue preferred stock with terms that are senior to our common stock. These provisions may make it more difficult or expensive for a third party to acquire a majority of our outstanding common stock. These provisions also may delay, prevent or deter a merger, acquisition, tender offer, proxy contest or other transaction that might otherwise result in our stockholders receiving a premium over the market price for their common stock.

The Delaware General Corporation Law prohibits us from engaging in "business combinations" with "interested shareholders" (with some exceptions) unless such transaction is approved in a prescribed manner. The existence of this provision could have an anti-takeover effect with respect to transactions not approved in advance by the Board of Directors, including discouraging attempts that might result in a premium over the market price for our common stock.

**ITEM 1B—UNRESOLVED STAFF COMMENTS**

None.

## **ITEM 2—PROPERTIES**

### **Properties**

Our Support Center is located in Louisville, Kentucky. We occupy this facility under leases with Paragon Centre Holdings, LLC, a limited liability company in which we have a minority ownership position. As of December 29, 2015, we leased 75,219 square feet. Our leases expire between December 31, 2029 and December 31, 2030 including all applicable extensions. Of the 401 company restaurants in operation as of December 29, 2015, we owned 130 locations and leased 271 locations, as shown in the following table.



<u>State</u>	<u>Owned</u>	<u>Leased</u>	<u>Total</u>
Alabama.....	3	5	8
Alaska.....	—	2	2
Arizona.....	6	9	15
Arkansas.....	—	3	3
California.....	1	2	3
Colorado.....	7	8	15
Connecticut.....	—	4	4
Delaware.....	1	1	2
Florida.....	3	17	20
Georgia.....	2	3	5
Idaho.....	1	4	5
Illinois.....	2	13	15
Indiana.....	10	7	17
Iowa.....	2	7	9
Kansas.....	2	1	3
Kentucky.....	4	7	11
Louisiana.....	2	7	9
Maine.....	—	3	3
Maryland.....	—	5	5
Massachusetts.....	1	7	8
Michigan.....	3	8	11
Minnesota.....	1	3	4
Mississippi.....	1	—	1
Missouri.....	2	9	11
Nebraska.....	1	2	3
Nevada.....	—	1	1
New Hampshire.....	2	1	3
New Jersey.....	—	6	6
New Mexico.....	1	3	4
New York.....	3	11	14
North Carolina.....	5	12	17
North Dakota.....	—	2	2
Ohio.....	12	14	26
Oklahoma.....	2	4	6
Oregon.....	—	2	2
Pennsylvania.....	3	17	20
Rhode Island.....	—	3	3
South Carolina.....	—	2	2
South Dakota.....	1	1	2
Tennessee.....	—	11	11
Texas.....	35	19	54
Utah.....	—	9	9
Vermont.....	—	1	1
Virginia.....	4	8	12
Washington.....	—	1	1
West Virginia.....	1	—	1
Wisconsin.....	4	6	10
Wyoming.....	2	—	2
Total.....	<u>130</u>	<u>271</u>	<u>401</u>

Additional information concerning our properties and leasing arrangements is included in note 2(p) and note 7 to the Consolidated Financial Statements appearing in Part II, Item 8 of this Annual Report on Form 10-K.

### **ITEM 3—LEGAL PROCEEDINGS**

On September 30, 2011, the U.S. Equal Employment Opportunity Commission ("EEOC") filed a lawsuit styled Equal Employment Opportunity Commission v. Texas Roadhouse, Inc., Texas Roadhouse Holdings LLC and Texas Roadhouse Management Corp. in the United States District Court, District of Massachusetts, Civil Action Number 1:11-cv-11732. The complaint alleges that applicants over the age of 40 were denied employment in our restaurants in bartender, host, server and server assistant positions due to their age. The EEOC is seeking injunctive relief, remedial actions, payment of damages to the applicants and costs. We have filed an answer to the complaint, and the case is in discovery. We deny liability; however, in view of the inherent uncertainties of litigation, the outcome of this case cannot be predicted at this time. We cannot estimate the amount or range of loss, if any, associated with this matter.

Occasionally, we are a defendant in litigation arising in the ordinary course of our business, including "slip and fall" accidents, employment related claims and claims from guests or employees alleging illness, injury or food quality, health or operational concerns. None of these types of litigation, most of which are covered by insurance, has had a material effect on us and, as of the date of this report, we are not party to any litigation that we believe could have a material adverse effect on our business.

### **ITEM 4—MINE SAFETY DISCLOSURES**

Not applicable.

## PART II

### ITEM 5—MARKET FOR THE REGISTRANT’S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES

Our common stock is traded on the Nasdaq Global Select Market under the symbol TXRH. Dividend information and the quarterly high and low sales prices of our common stock by quarter were as follows:

	<u>High</u>	<u>Low</u>	<u>Dividends Declared</u>
<b>Year ended December 29, 2015</b>			
First Quarter .....	\$ 38.42	\$ 32.13	\$ 0.17
Second Quarter .....	\$ 37.80	\$ 33.33	\$ 0.17
Third Quarter .....	\$ 40.82	\$ 31.55	\$ 0.17
Fourth Quarter .....	\$ 38.64	\$ 33.06	\$ 0.17
<b>Year ended December 30, 2014</b>			
First Quarter .....	\$ 27.95	\$ 22.87	\$ 0.15
Second Quarter .....	\$ 27.11	\$ 23.73	\$ 0.15
Third Quarter .....	\$ 27.93	\$ 24.51	\$ 0.15
Fourth Quarter .....	\$ 34.32	\$ 26.63	\$ 0.15

The number of holders of record of our common stock as of February 17, 2016 was 246.

On February 19, 2016, our Board of Directors authorized the payment of a cash dividend of \$0.19 per share of common stock. This payment will be distributed on April 1, 2016, to shareholders of record at the close of business on March 16, 2016. The declaration and payment of cash dividends on our common stock is at the discretion of our Board of Directors, and any decision to declare a dividend will be based on a number of factors, including, but not limited to, earnings, financial condition, applicable covenants under our credit facility and other contractual restrictions, or other factors deemed relevant.

As of December 29, 2015, shares of common stock authorized for issuance under our equity compensation plans are summarized in the following table. The weighted-average option exercise price is for stock options only, as the restricted stock has no exercise price. See note 13 to the Consolidated Financial Statements for a description of the plans.

<u>Plan Category</u>	<u>Shares to Be Issued Upon Exercise</u>	<u>Weighted- Average Option Exercise Price</u>	<u>Shares Available for Future Grants</u>
Plans approved by stockholders(1) .....	1,543,084	\$ 13.10	5,275,064
Plans not approved by stockholders .....	—	—	—
Total .....	<u>1,543,084</u>	<u>\$ 13.10</u>	<u>5,275,064</u>

(1) See note 13 to the Consolidated Financial Statements.

#### Unregistered Sales of Equity Securities

There were no equity securities sold by the Company during the period covered by this Annual Report on Form 10-K that were not registered under the Securities Act of 1933, as amended.

#### Issuer Repurchases of Securities

On May 22, 2014, our Board of Directors approved a stock repurchase program under which we may repurchase up to \$100.0 million of our common stock. This stock repurchase program has no expiration date and replaced a previous stock repurchase program which was approved on February 16, 2012. All repurchases to date under our stock repurchase program have been made through open market transactions. The timing and the amount of any repurchases will be determined by management under parameters established by our Board of Directors, based on an evaluation of our stock price, market conditions and other corporate considerations.

During 2015, we paid approximately \$11.4 million to repurchase 321,789 shares of our common stock, and we had \$74.0 million remaining under our authorized stock repurchase program as of December 29, 2015.

Since commencing our repurchase program in 2008, we have repurchased a total of 14,730,151 shares of common stock at a total cost of \$212.4 million through December 29, 2015 under authorizations from our Board of Directors. The following table includes information regarding purchases of our common stock made by us during the 13 weeks ended December 29, 2015.

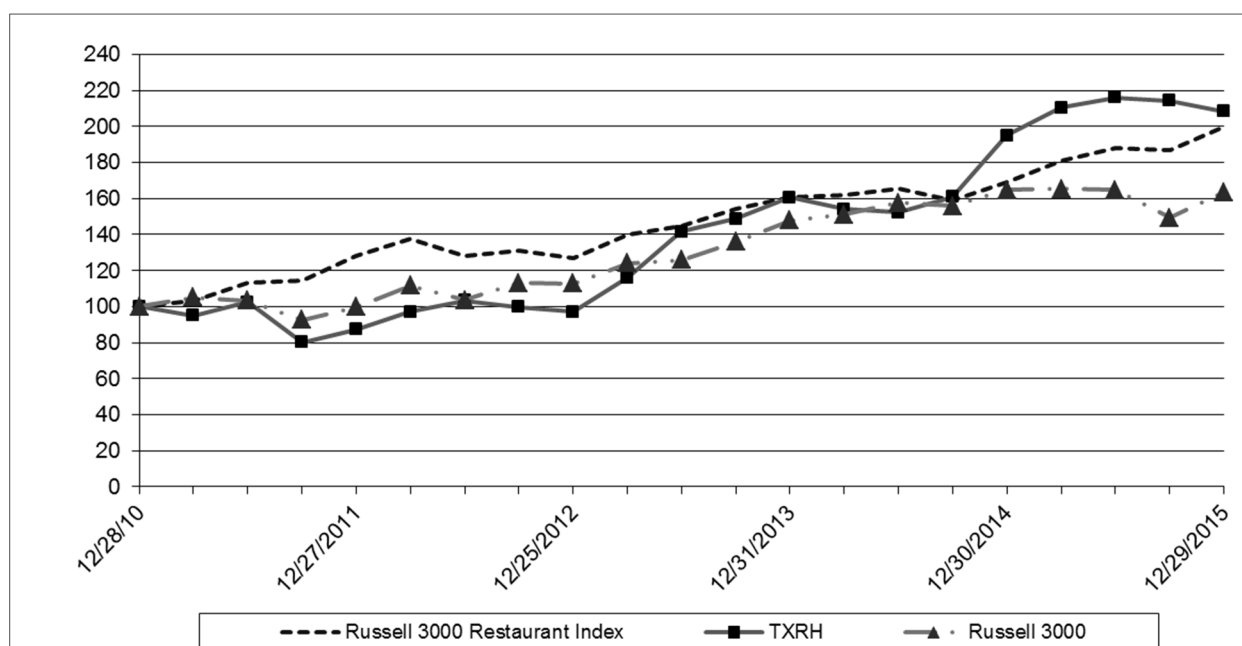
Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Maximum Number (or Approximate Dollar Value) of Shares that May Yet Be Purchased Under the Plans or Programs
September 30 to October 27 .....	39,200	\$ 36.15	39,200	\$ 79,258,206
October 28 to November 24 .....	70,000	\$ 34.55	70,000	\$ 76,841,018
November 25 to December 29 .....	80,500	\$ 35.02	80,500	\$ 74,023,881
Total .....	<u>189,700</u>		<u>189,700</u>	

### Stock Performance Graph

The following graph sets forth cumulative total return experienced by holders of the Company's common stock compared to the cumulative total return of the Russell 3000 Restaurant Index and the Russell 3000 Index for the five year period ended December 29, 2015, the last trading day of our fiscal year. The graph assumes the values of the investment in our common stock and each index was \$100 on December 28, 2010 and the reinvestment of all dividends paid during the period of the securities comprising the indices.

*Note: The stock price performance shown on the graph below does not indicate future performance.*

**Comparison of Cumulative Total Return Since December 28, 2010**  
Among Texas Roadhouse, Inc., the Russell 3000 Index and the Russell 3000 Restaurant Index



	12/28/2010	12/27/2011	12/25/2012	12/31/2013	12/30/2014	12/29/2015
Texas Roadhouse, Inc. ....	\$ 100.00	\$ 87.41	\$ 97.17	\$ 160.60	\$ 195.15	\$ 208.32
Russell 3000 .....	\$ 100.00	\$ 99.70	\$ 112.80	\$ 147.75	\$ 164.80	\$ 163.50
Russell 3000 Restaurant .....	\$ 100.00	\$ 127.85	\$ 127.07	\$ 161.02	\$ 168.94	\$ 199.82

## ITEM 6—SELECTED CONSOLIDATED FINANCIAL DATA

We derived the selected consolidated financial data as of and for the years 2015, 2014, 2013, 2012, and 2011 from our audited consolidated financial statements.

The Company utilizes a 52 or 53 week accounting period that ends on the last Tuesday in December. The Company utilizes a 13 or 14 week accounting period for quarterly reporting purposes. Fiscal year 2013 was 53 weeks in length while fiscal years 2015, 2014, 2012, and 2011 were 52 weeks in length. Our historical results are not necessarily indicative of our results for any future period.

	Fiscal Year				
	2015	2014	2013	2012	2011
	(in thousands, except per share data)				
<b>Consolidated Statements of Income:</b>					
Revenue:					
Restaurant sales . . . . .	\$ 1,791,446	\$ 1,568,556	\$ 1,410,118	\$ 1,252,358	\$ 1,099,475
Franchise royalties and fees . . . . .	15,922	13,592	12,467	10,973	9,751
Total revenue . . . . .	<u>1,807,368</u>	<u>1,582,148</u>	<u>1,422,585</u>	<u>1,263,331</u>	<u>1,109,226</u>
Income from operations . . . . .	144,565	130,449	119,715	110,458	95,239
Income before taxes . . . . .	144,247	129,967	118,227	108,539	93,192
Provision for income taxes . . . . .	42,986	38,990	34,140	34,738	26,765
Net income including noncontrolling interests . . . . .	\$ 101,261	\$ 90,977	\$ 84,087	\$ 73,801	\$ 66,427
Less: Net income attributable to noncontrolling interests	<u>4,367</u>	<u>3,955</u>	<u>3,664</u>	<u>2,631</u>	<u>2,463</u>
Net income attributable to Texas Roadhouse, Inc. and subsidiaries . . . . .	<u>\$ 96,894</u>	<u>\$ 87,022</u>	<u>\$ 80,423</u>	<u>\$ 71,170</u>	<u>\$ 63,964</u>
Net income per common share:					
Basic . . . . .	<u>\$ 1.38</u>	<u>\$ 1.25</u>	<u>\$ 1.15</u>	<u>\$ 1.02</u>	<u>\$ 0.90</u>
Diluted . . . . .	<u>\$ 1.37</u>	<u>\$ 1.23</u>	<u>\$ 1.13</u>	<u>\$ 1.00</u>	<u>\$ 0.88</u>
Weighted average shares outstanding(1):					
Basic . . . . .	<u>70,032</u>	<u>69,719</u>	<u>70,089</u>	<u>70,026</u>	<u>70,829</u>
Diluted . . . . .	<u>70,747</u>	<u>70,608</u>	<u>71,362</u>	<u>71,485</u>	<u>72,278</u>

	Fiscal Year				
	2015	2014	2013	2012	2011
	(\$ in thousands)				
<b>Consolidated Balance Sheet Data:</b>					
Cash and cash equivalents . . . . .	\$ 59,334	\$ 86,122	\$ 94,874	\$ 81,746	\$ 78,777
Total assets . . . . .	1,032,706	943,142	877,644	791,254	740,670
Long-term debt and obligations under capital leases, net of current maturities. . . . .	25,550	50,693	50,990	51,264	61,601
Total liabilities. . . . .	355,524	328,186	283,784	260,517	244,848
Noncontrolling interests . . . . .	7,520	7,064	6,201	5,653	3,918
Texas Roadhouse, Inc. and subsidiaries stockholders' equity(2) . . . . .	\$ 669,662	\$ 607,892	\$ 587,659	\$ 525,084	\$ 491,904
<b>Selected Operating Data (unaudited):</b>					
Restaurants:					
Company-Texas Roadhouse. . . . .	392	368	345	318	291
Company-Bubba's 33. . . . .	7	3	1	—	—
Company-Other . . . . .	2	1	—	2	3
Franchise . . . . .	82	79	74	72	72
Total . . . . .	483	451	420	392	366
Company restaurant information:					
Store weeks . . . . .	20,020	18,565	17,426	15,936	14,573
Comparable restaurant sales growth(3) . . . . .	7.2 %	4.7 %	3.4 %	4.7 %	4.7 %
Texas Roadhouse restaurants only:					
Comparable restaurant sales growth(3) . . . . .	7.2 %	4.7 %	3.4 %	4.7 %	4.8 %
Average unit volume(4). . . . .	\$ 4,664	\$ 4,355	\$ 4,186	\$ 4,085	\$ 3,917
Net cash provided by operating activities . . . . .	\$ 227,941	\$ 191,713	\$ 173,836	\$ 148,046	\$ 136,419
Net cash used in investing activities . . . . .	\$ (173,203)	\$ (124,240)	\$ (111,248)	\$ (90,154)	\$ (79,475)
Net cash used in financing activities . . . . .	\$ (81,526)	\$ (76,225)	\$ (49,460)	\$ (54,923)	\$ (64,421)

(1) See note 11 to the Consolidated Financial Statements.

(2) See note 10 to the Consolidated Financial Statements.

(3) Comparable restaurant sales growth reflects the change in sales over the same period of the prior years for the comparable restaurant base. We define the comparable restaurant base to include those restaurants open for a full 18 months before the beginning of the later fiscal period, excluding sales from restaurants closed during the period.

(4) Average unit volume represents the average annual restaurant sales from Texas Roadhouse company restaurants open for a full six months before the beginning of the period measured, excluding sales from restaurants closed during the period. Although 2013 contained 53 weeks, for comparative purposes, 2013 average unit volume was adjusted to a 52 week basis. Additionally, average unit volume of company-owned restaurants for 2014 and 2013 in the table above was adjusted to reflect the restaurant sales of any acquired franchise restaurants.

## ITEM 7—MANAGEMENT’S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

The discussion and analysis below for the Company should be read in conjunction with the consolidated financial statements and the notes to such financial statements (pages F-1 to F-26), "Forward-looking Statements" (page 3) and Risk Factors set forth in Item 1A.

### Our Company

Texas Roadhouse, Inc. is a growing restaurant company operating predominately in the casual dining segment. Our founder, chairman and chief executive officer, W. Kent Taylor, started the business in 1993 with the opening of the first Texas Roadhouse restaurant in Clarksville, Indiana. Since then, we have grown to 483 restaurants in 49 states and four foreign countries. Our mission statement is "Legendary Food, Legendary Service®." Our operating strategy is designed to position each of our restaurants as the local hometown destination for a broad segment of consumers seeking high-quality, affordable meals served with friendly, attentive service. As of December 29, 2015, our 483 restaurants included:

- 401 "company restaurants," of which 385 were wholly-owned and 16 were majority-owned. The results of operations of company restaurants are included in our consolidated statements of income and comprehensive income. The portion of income attributable to minority interests in company restaurants that are not wholly-owned is reflected in the line item entitled "Net income attributable to noncontrolling interests" in our consolidated statements of income and comprehensive income. Of the 401 restaurants we owned and operated at the end of 2015, we operated 392 as Texas Roadhouse and operated seven as Bubba’s 33 restaurants. In addition, we operated two restaurants outside of the casual dining segment.
- 82 "franchise restaurants," 24 of which we have a 5.0% to 10.0% ownership interest. The income derived from our minority interests in these franchise restaurants is reported in the line item entitled "Equity income from investments in unconsolidated affiliates" in our consolidated statements of income and comprehensive income. Additionally, we provide various management services to these franchise restaurants, as well as six additional franchise restaurants in which we have no ownership interest. All of the franchise restaurants operated as Texas Roadhouse restaurants.

We have contractual arrangements which grant us the right to acquire at pre-determined formulas (i) the remaining equity interests in 14 of the 16 majority-owned company restaurants and (ii) 68 of the franchise restaurants.

Throughout this report, we use the term “restaurants” to include Texas Roadhouse and Bubba’s 33, unless otherwise noted.

### Presentation of Financial and Operating Data

We operate on a fiscal year that ends on the last Tuesday in December. Fiscal years 2015 and 2014 were 52 weeks in length, while the quarters for those years were 13 weeks in length. Fiscal year 2013 was 53 weeks in length and, as such, the fourth quarter of fiscal 2013 was 14 weeks in length.

### Long-term Strategies to Grow Earnings Per Share

Our long-term strategies with respect to increasing net income and earnings per share, along with creating shareholder value, include the following:

*Expanding Our Restaurant Base.* We will continue to evaluate opportunities to develop Texas Roadhouse and Bubba’s 33 restaurants in existing markets and in new domestic and international markets. Domestically, we will remain focused primarily on mid-sized markets where we believe a significant demand for our restaurants exists because of population size, income levels and the presence of shopping and entertainment centers and a significant employment base. Our ability to expand our restaurant base is influenced by many factors beyond our control and therefore we may not be able to achieve our anticipated growth.

In 2015, we opened 29 restaurants including 24 Texas Roadhouses, four Bubba’s 33s and one Jagers. We currently plan to open approximately 30 company restaurants in 2016 including approximately seven Bubba’s 33

restaurants. In addition, we anticipate our existing franchise partners will open as many as six, primarily international, Texas Roadhouse restaurants in 2016.

Our average capital investment for Texas Roadhouse restaurants opened during 2015, including pre-opening expenses and a capitalized rent factor, was \$4.7 million, which is lower than our average capital investment in 2014 of \$5.1 million. Our 2014 average capital investment was higher than 2015 primarily due to higher building costs at certain locations, such as Anchorage, Alaska and the New York, New York vicinity, along with higher pre-opening costs due to unexpected delays in restaurant openings throughout the year. We expect our average capital investment for Texas Roadhouse restaurants opening in 2016 to be approximately \$4.8 million. We continue to focus on driving sales and managing restaurant development costs in order to further increase our restaurant development in the future.

For 2015, the average capital investment, including pre-opening costs, for the four Bubba's 33 restaurants opened during the year was \$6.0 million. We expect our average capital investment for Bubba's 33 restaurants opening in 2016 to be \$5.7 million to \$6.0 million.

Our capital investment (including cash and non-cash costs) for new restaurants varies significantly depending on a number of factors including, but not limited to: the square footage, layout, scope of any required site work, type of construction labor (union or non-union), local permitting requirements, our ability to negotiate with landlords, cost of liquor and other licenses and hook-up fees and geographical location.

We may, at our discretion, add franchise restaurants, domestically and/or internationally, primarily with franchisees who have demonstrated prior success with Texas Roadhouse or other restaurant concepts and in markets in which the franchisee demonstrates superior knowledge of the demographics and restaurant operating conditions. In conjunction with this strategy, we signed our first international franchise development agreement in 2010 for the development of Texas Roadhouse restaurants in eight countries in the Middle East over a ten year period. In 2015, we amended our agreement in the Middle East to add one additional country to the territory. We currently have eight restaurants open in three countries in the Middle East. In addition to the Middle East, we currently have signed franchise development agreements for the development of Texas Roadhouse restaurants in Taiwan, the Philippines and Mexico. We currently have two restaurants open in Taiwan. Additionally, in 2010, we entered into a joint venture agreement with a casual dining restaurant operator in China for a minority ownership in four non-Texas Roadhouse restaurants, all of which are currently open. We continue to explore opportunities in other countries for international expansion. We may also look to acquire domestic franchise restaurants under terms favorable to the Company and our stockholders. Additionally, from time to time, we will evaluate potential mergers, acquisitions, joint ventures or other strategic initiatives to acquire or develop additional concepts either domestically and/or internationally.

*Maintaining and/or Improving Restaurant Level Profitability.* We plan to maintain, or possibly increase, restaurant level profitability (restaurant margin) through a combination of increased comparable restaurant sales and operating cost management. In general, we continue to balance the impacts of inflationary pressures with our value positioning as we remain focused on our long-term success. This may create a challenge in terms of maintaining and/or increasing restaurant margin, as a percentage of restaurant sales, in any given year, depending on the level of inflation we experience. In addition to restaurant margin, as a percentage of restaurant sales, we also focus on the growth of restaurant margin dollars per store week as a measure of restaurant level-profitability. In terms of driving higher guest traffic counts, we remain focused on encouraging repeat visits by our guests and attracting new guests through our continued commitment to operational standards relating to food and service quality. In order to attract new guests and increase the frequency of visits of our existing guests, we also continue to drive various localized marketing programs, to focus on speed of service and to increase throughput by adding seats in certain restaurants.

*Leveraging Our Scalable Infrastructure.* To support our growth, we continue to make investments in our infrastructure. Over the past several years, we have made significant investments in our infrastructure including information systems, real estate, human resources, legal, marketing, international and operations, including the development of new concepts. Our goal is for general and administrative costs to increase at a slower growth rate than our revenue. Whether we are able to leverage our infrastructure in future years will depend, in part, on our new restaurant openings, our comparable restaurant sales growth rate going forward and the level of investment we continue to make in our infrastructure.

*Returning Capital to Shareholders.* We continue to pay dividends and evaluate opportunities to return capital to our shareholders through repurchases of common stock. In 2011, our Board of Directors declared our first quarterly dividend of \$0.08 per share of common stock. We have consistently grown our per share dividend each year since that



time and our long-term strategy includes increasing our regular quarterly dividend amount over time. On February 19, 2016, our Board of Directors declared a quarterly dividend of \$0.19 per share of common stock. The declaration and payment of cash dividends on our common stock is at the discretion of our Board of Directors, and any decision to declare a dividend will be based on a number of factors, including, but not limited to, earnings, financial condition, applicable covenants under our amended credit facility and other contractual restrictions, or other factors deemed relevant.

In 2008, our Board of Directors approved our first stock repurchase program. Since then, we have paid \$212.4 million through our authorized stock repurchase programs to repurchase 14,730,151 shares of our common stock at an average price per share of \$14.42. On May 22, 2014, our Board of Directors approved a stock repurchase program under which we may repurchase up to \$100.0 million of our common stock. This stock repurchase program has no expiration date and replaced a previous stock repurchase program which was approved on February 16, 2012. All repurchases to date have been made through open market transactions. As of December 29, 2015, \$74.0 million remains authorized for repurchase.

### **Key Operating Personnel**

Key management personnel who have a significant impact on the performance of our restaurants include kitchen managers, service managers, assistant managers and managing partners and market partners. Managing partners are single unit operators who have primary responsibility for the day-to-day operations of the entire restaurant and are responsible for maintaining the standards of quality and performance we establish. Kitchen and service managers have primary responsibility for overseeing the operations of their respective areas and, along with assistant managers, support the managing partners. Market partners oversee up to 10 to 15 managing partners and their respective management teams. Market partners are also responsible for the hiring and development of each restaurant's management team and assist in the new restaurant site selection process. Managing partners and market partners are required, as a condition of employment, to sign a multi-year employment agreement. The annual compensation of our managing and market partners includes a base salary plus a percentage of the pre-tax net income of the restaurant(s) they operate or supervise. Managing and market partners are eligible to participate in our equity incentive plan and, as a general rule, are required to make deposits of \$25,000 and \$50,000, respectively. Generally, the deposits are refunded after five years of service.

### **Key Measures We Use To Evaluate Our Company**

Key measures we use to evaluate and assess our business include the following:

*Number of Restaurant Openings.* Number of restaurant openings reflects the number of restaurants opened during a particular fiscal period. For company restaurant openings, we incur pre-opening costs, which are defined below, before the restaurant opens. Typically, new Texas Roadhouse restaurants open with an initial start-up period of higher than normalized sales volumes, which decrease to a steady level approximately three to six months after opening. However, although sales volumes are generally higher, so are initial costs, resulting in restaurant operating margins that are generally lower during the start-up period of operation and increase to a steady level approximately three to six months after opening.

*Comparable Restaurant Sales Growth.* Comparable restaurant sales growth reflects the change in sales for company-owned restaurants over the same period of the prior year for the comparable restaurant base. We define the comparable restaurant base to include those restaurants open for a full 18 months before the beginning of the later fiscal period excluding restaurants closed during the period. Comparable restaurant sales growth can be impacted by changes in guest traffic counts or by changes in the per person average check amount. Menu price changes and the mix of menu items sold can affect the per person average check amount.

*Average Unit Volume.* Average unit volume represents the average annual restaurant sales for company-owned Texas Roadhouse restaurants open for a full six months before the beginning of the period measured. Average unit volume excludes sales on restaurants closed during the period. Growth in average unit volume in excess of comparable restaurant sales growth is generally an indication that newer restaurants are operating with sales levels in excess of the company average. Conversely, growth in average unit volume less than growth in comparable restaurant sales growth is generally an indication that newer restaurants are operating with sales levels lower than the company average.

*Store Weeks.* Store weeks represent the number of weeks that our company restaurants were open during the reporting period.

*Restaurant Margin.* Restaurant margin represents restaurant sales less operating costs, including cost of sales, labor, rent and other operating costs. Depreciation and amortization expense, substantially all of which relates to restaurant-level assets, is excluded from restaurant operating costs and is shown separately as it represents a non-cash charge for the investment in our restaurants. Restaurant margin is widely regarded as a useful metric by which to evaluate restaurant-level operating efficiency and performance. Restaurant margin is not a measurement determined in accordance with generally accepted accounting principles ("GAAP") and should not be considered in isolation, or as an alternative, to income from operations or other similarly titled measures of other companies. Restaurant margin, as a percentage of restaurant sales, may fluctuate based on inflationary pressures, commodity costs and wage rates. As such, we also focus on the growth of restaurant margin dollars per store week as a measure of restaurant-level profitability as it provides additional insight on operating performance.

## **Other Key Definitions**

*Restaurant Sales.* Restaurant sales include gross food and beverage sales, net of promotions and discounts, for all company-owned restaurants. Sales taxes collected from customers and remitted to governmental authorities are accounted for on a net basis and therefore are excluded from restaurant sales in the consolidated statements of income and comprehensive income.

*Franchise Royalties and Fees.* Domestic franchisees typically pay a \$40,000 initial franchise fee for each new restaurant. In addition, at each renewal period, we receive a fee equal to the greater of 30% of the then-current initial franchise fee or \$10,000 to \$15,000. Franchise royalties consist of royalties in an amount up to 4.0% of gross sales, as defined in our franchise agreement, paid to us by our domestic franchisees. In addition, fees paid to us by our international franchisees are included in franchise royalties and fees. The terms of the international agreements may vary significantly from our domestic agreements.

*Restaurant Cost of Sales.* Restaurant cost of sales consists of food and beverage costs.

*Restaurant Labor Expenses.* Restaurant labor expenses include all direct and indirect labor costs incurred in operations except for profit sharing incentive compensation expenses earned by our restaurant managing partners and market partners. These profit sharing expenses are reflected in restaurant other operating expenses. Restaurant labor expenses also include share-based compensation expense related to restaurant-level employees.

*Restaurant Rent Expense.* Restaurant rent expense includes all rent, except pre-opening rent, associated with the leasing of real estate and includes base, percentage and straight-line rent expense.

*Restaurant Other Operating Expenses.* Restaurant other operating expenses consist of all other restaurant-level operating costs, the major components of which are utilities, supplies, local store advertising, repairs and maintenance, equipment rent, property taxes, credit card and gift card fees, gift card breakage income and general liability insurance. Profit sharing incentive compensation expenses earned by our restaurant managing partners and market partners are also included in restaurant other operating expenses.

*Pre-opening Expenses.* Pre-opening expenses, which are charged to operations as incurred, consist of expenses incurred before the opening of a new restaurant and are comprised principally of opening team and training compensation and benefits, travel expenses, rent, food, beverage and other initial supplies and expenses. On average, over 70% of total pre-opening costs incurred per restaurant opening relate to the hiring and training of employees. Pre-opening costs vary by location depending on a number of factors, including the size and physical layout of each location; the number of management and hourly employees required to operate each restaurant; the availability of qualified restaurant staff members; the cost of travel and lodging for different geographic areas; the timing of the restaurant opening; and the extent of unexpected delays, if any, in obtaining final licenses and permits to open the restaurants.

*Depreciation and Amortization Expenses.* Depreciation and amortization expenses ("D&A") includes the depreciation of fixed assets and amortization of intangibles with definite lives, substantially all of which relates to restaurant-level assets.

*Impairment and closure costs.* Impairment and closure costs include any impairment of long-lived assets, including goodwill, associated with restaurants where the carrying amount of the asset is not recoverable and exceeds the fair value of the asset and expenses associated with the closure of a restaurant. Closure costs also include any gains or losses

associated with a relocated restaurant or the sale of a closed restaurant and/or assets held for sale as well as lease costs associated with closed or relocated restaurants.

*General and Administrative Expenses.* General and administrative expenses ("G&A") are comprised of expenses associated with corporate and administrative functions that support development and restaurant operations and provide an infrastructure to support future growth including the net amount of advertising costs incurred less amounts remitted by company and franchise restaurants. Supervision and accounting fees received from certain franchise restaurants are offset against G&A. G&A also includes share-based compensation expense related to executive officers, support center employees and area managers, including market partners. The realized and unrealized holding gains and losses related to the investments in our deferred compensation plan, as well as offsetting compensation expense, are also recorded in G&A.

*Interest Expense, Net.* Interest expense includes the cost of our debt or financing obligations including the amortization of loan fees, reduced by interest income and capitalized interest. Interest income includes earnings on cash and cash equivalents.

*Equity Income from Unconsolidated Affiliates.* As of December 29, 2015, we owned a 5.0% to 10.0% equity interest in 24 franchise restaurants. As of December 30, 2014 and December 31, 2013, we owned a 5.0% to 10.0% equity interest in 23 franchise restaurants. While we exercise significant control over these Texas Roadhouse franchise restaurants, we do not consolidate their financial position, results of operations or cash flows as it is immaterial to our consolidated financial position, results of operations and/or cash flows. Additionally, as of December 29, 2015 and December 30, 2014, we owned a 40% equity interest in four non-Texas Roadhouse restaurants as part of a joint venture agreement with a casual dining restaurant operator in China. Equity income from unconsolidated affiliates represents our percentage share of net income earned by these unconsolidated affiliates.

*Net Income Attributable to Noncontrolling Interests.* Net income attributable to noncontrolling interests represents the portion of income attributable to the other owners of the majority-owned restaurants. Our consolidated subsidiaries at December 29, 2015 and December 30, 2014 included 16 majority-owned restaurants, all of which were open. Our consolidated subsidiaries at December 31, 2013 included 15 majority-owned restaurants, all of which were open.

## **2015 Financial Highlights**

Total revenue increased \$225.2 million or 14.2% to \$1.8 billion in 2015 compared to \$1.6 billion in 2014 primarily due to the opening of new restaurants combined with an increase in average unit volume driven by comparable restaurant sales growth. Comparable restaurant sales growth increased 7.2% at company restaurants in 2015.

Restaurant margin, as a percentage of restaurant sales, decreased 30 basis points to 17.3% in 2015 compared to 17.6% in 2014 primarily due to commodity inflation in 2015.

Net income increased \$9.9 million or 11.3% to \$96.9 million in 2015 compared to \$87.0 in 2014 primarily due to the increase in restaurant margin partially offset by higher G&A and depreciation costs. Diluted earnings per share increased 11.1% to \$1.37 from \$1.23 in the prior year.

	Results of Operations					
	Fiscal Year					
	2015		2014		2013	
	\$	%	\$	%	\$	%
(In thousands)						
<b>Consolidated Statements of Income:</b>						
Revenue:						
Restaurant sales . . . . .	1,791,446	99.1	1,568,556	99.1	1,410,118	99.1
Franchise royalties and fees . . . . .	15,922	0.9	13,592	0.9	12,467	0.9
Total revenue . . . . .	1,807,368	100.0	1,582,148	100.0	1,422,585	100.0
Costs and expenses:						
<i>(As a percentage of restaurant sales)</i>						
Restaurant operating costs (excluding depreciation and amortization shown separately below):						
Cost of sales . . . . .	644,001	35.9	553,144	35.3	492,306	34.9
Labor . . . . .	524,203	29.3	459,119	29.3	411,394	29.2
Rent . . . . .	37,183	2.1	33,174	2.1	28,978	2.1
Other operating . . . . .	275,296	15.4	246,339	15.7	224,882	15.9
<i>(As a percentage of total revenue)</i>						
Pre-opening . . . . .	19,116	1.1	18,452	1.2	17,891	1.3
Depreciation and amortization . . . . .	69,694	3.9	59,179	3.7	51,562	3.6
Impairment and closure . . . . .	974	0.1	636	NM	399	NM
Gain on sale of other concept . . . . .	—	—	—	—	(1,800)	(0.1)
General and administrative . . . . .	92,336	5.1	81,656	5.2	77,258	5.4
Total costs and expenses . . . . .	1,662,803	92.0	1,451,699	91.8	1,302,870	91.6
Income from operations . . . . .	144,565	8.0	130,449	8.2	119,715	8.4
Interest expense, net . . . . .	1,959	0.1	2,084	0.1	2,201	0.2
Equity income from investments in unconsolidated affiliates . . . . .	(1,641)	(0.1)	(1,602)	(0.1)	(713)	(0.1)
Income before taxes . . . . .	144,247	8.0	129,967	8.2	118,227	8.3
Provision for income taxes . . . . .	42,986	2.4	38,990	2.5	34,140	2.4
Net income including noncontrolling interests . . . . .	101,261	5.6	90,977	5.7	84,087	5.9
Net income attributable to noncontrolling interests . . . . .	4,367	0.2	3,955	0.3	3,664	0.3
Net income attributable to Texas Roadhouse, Inc. and subsidiaries . . . . .	96,894	5.4	87,022	5.4	80,423	5.7
Fiscal Year						
2015		2014		2013		
\$	%	\$	%	\$	%	
Restaurant margin (\$ in thousands) . . . . .	310,762	17.3	276,782	17.6	252,559	17.9
Restaurant margin \$/store week . . . . .	15,523		14,909		14,493	

NM – Not meaningful

## Restaurant Unit Activity

	<u>Company</u>	<u>Franchise</u>	<u>Total</u>
Balance at December 25, 2012.....	320	72	392
Texas Roadhouse.....	25	4	29
Bubba's 33.....	1	—	1
Acquisitions from franchisees.....	2	(2)	—
Closures.....	(2)	—	(2)
Balance at December 31, 2013.....	346	74	420
Texas Roadhouse.....	22	6	28
Bubba's 33.....	2	—	2
Jaggers.....	1	—	1
Acquisitions from franchisees.....	1	(1)	—
Balance at December 30, 2014.....	372	79	451
Texas Roadhouse.....	24	3	27
Bubba's 33.....	4	—	4
Jaggers.....	1	—	1
Balance at December 29, 2015.....	<u>401</u>	<u>82</u>	<u>483</u>

## Restaurant Sales

Restaurant sales increased by 14.2% in 2015 as compared to 2014 and increased 11.2% in 2014 as compared to 2013. The following table summarizes certain key drivers and/or attributes of restaurant sales at company restaurants for the periods presented. Although 2013 contained 53 weeks, for comparative purposes, 2013 average unit volume was adjusted to a 52-week basis. Company restaurant count activity is shown in the restaurant unit activity table above.

	<u>2015</u>	<u>2014</u>	<u>2013</u>
Company Restaurants			
Increase in store weeks.....	7.8 %	6.5 %	9.3 %
Increase in average unit volume.....	7.2	4.0	2.7
Other(1).....	(0.8)	0.7	0.6
Total increase in restaurant sales.....	<u>14.2 %</u>	<u>11.2 %</u>	<u>12.6 %</u>
Store weeks.....	20,020	18,565	17,426
Comparable restaurant sales growth.....	7.2 %	4.7 %	3.4 %
Texas Roadhouse restaurants only:			
Comparable restaurant sales growth.....	7.2 %	4.7 %	3.4 %
Average unit volume (in thousands).....	\$ 4,664	\$ 4,351	\$ 4,186

- (1) Includes the impact of the year-over-year change in sales volume of all non-Texas Roadhouse restaurants, along with Texas Roadhouse restaurants open less than six months before the beginning of the period measured, and, if applicable, the impact of restaurants closed or acquired during the period.

The increase in restaurant sales for all periods presented were primarily attributable to the opening of new restaurants combined with an increase in average unit volume driven by comparable restaurant sales growth. In addition, restaurant sales growth for both 2014 and 2013 was impacted by an extra operating week in 2013 which generated \$32.0 million of restaurant sales. The extra week resulted in a 2.6% negative impact on the increase in restaurant sales in 2014 compared to 2013.

Comparable restaurant sales growth for all periods presented was due to an increase in our guest traffic counts and an increase in our per person average check as shown in the table below.

	2015	2014	2013
Guest traffic counts . . . . .	5.4 %	3.2 %	1.0 %
Per person average check . . . . .	1.8 %	1.5 %	2.4 %
Comparable restaurant sales growth . . . . .	<u>7.2 %</u>	<u>4.7 %</u>	<u>3.4 %</u>

Year-over-year sales for newer restaurants included in our average unit volume, but excluded from our comparable restaurant sales, partially offset the impact of positive comparable restaurant sales growth in 2014 and 2013.

The increase in our per person average check for the periods presented was primarily driven by menu price increases shown below, which were taken as a result of inflationary pressures, primarily commodities.

	Menu Price Increases
Q4 2015 . . . . .	2.0%
Q4 2014 . . . . .	1.8%
Q4 2013 . . . . .	1.5%
Q4 2012 . . . . .	2.2%

In 2016, we plan to open approximately 30 company restaurants. While the majority of our restaurant growth in 2016 will be Texas Roadhouse restaurants, we currently expect to open approximately seven Bubba's 33 restaurants in 2016. We have either begun construction or have sites under contract for purchase or lease for all of our expected 2016 openings.

#### *Franchise Royalties and Fees*

Franchise royalties and fees increased by \$2.3 million or by 17.1% in 2015 as compared to 2014 and increased by \$1.1 million or by 9.0% in 2014 compared to 2013. The increase in 2015 was primarily attributable to the opening of new franchise restaurants, an increase in average unit volume, and an increase in royalty rates in conjunction with the renewal of certain franchise agreements. The increase in 2014 was primarily attributable to the opening of new franchise restaurants and an increase in average unit volume, partially offset by the impact of franchise acquisitions. Franchise comparable restaurant sales increased 6.5% in 2015 and 4.9% in 2014 and franchise restaurant count activity is shown in the restaurant unit activity table above.

We anticipate our existing franchise partners will open as many as six, primarily international, Texas Roadhouse restaurants in 2016.

#### *Restaurant Cost of Sales*

Restaurant cost of sales, as a percentage of restaurant sales, increased to 35.9% in 2015 from 35.3% in 2014 and from 34.9% in 2013. The increases were primarily attributable to commodity inflation in 2015 and 2014, partially offset by menu pricing actions and the benefit of operating efficiencies associated with process improvements at the restaurant level. Commodity inflation of approximately 4.9% in 2015 and approximately 3.4% in 2014 was driven by higher food costs, primarily beef. Recent menu pricing actions are summarized in our discussion of restaurant sales above.

For 2016, we have fixed price contracts for approximately 65% of our overall food costs with the remainder subject to fluctuating market prices. We expect 1.0% to 2.0% food cost deflation in 2016.

#### *Restaurant Labor Expenses*

Restaurant labor expenses, as a percentage of restaurant sales, remained unchanged at 29.3% in 2015 compared to 2014. The benefit from the increase in average unit volume was offset by higher average wage rates and higher costs associated with health insurance. At the beginning of 2015, as required by the Patient Protection and Affordable Care Act of 2010, we further extended our health care coverage to a greater number of our hourly employees which resulted in additional health insurance costs of approximately \$4.5 million.

In 2016, we anticipate our labor costs will be pressured by inflation due to increases in minimum and tip wage rates. These increases in costs may or may not be offset by additional menu price adjustments and/or guest traffic growth.

Restaurant labor expenses, as a percentage of restaurant sales, increased to 29.3% in 2014 from 29.2% in 2013. The increase was primarily driven by higher average wage rates and higher costs associated with restaurant cleaning and health insurance partially offset by an increase in average unit volume. In 2014, we reclassified certain restaurant cleaning costs from restaurant other operating expenses to restaurant labor expenses and, as a result, this reclassification had no impact on restaurant margin. In 2014, health insurance costs were higher by approximately \$3.0 million due to an increase in premiums, along with offering coverage to an expanded population of employees.

#### *Restaurant Rent Expense*

Restaurant rent expense, as a percentage of restaurant sales, remained unchanged at 2.1% in 2015 compared to 2014 and 2013. In all periods presented, the benefit from an increase in average unit volume was offset by an increase in rent expense, as a percentage of restaurant sales, related to newer restaurants.

#### *Restaurant Other Operating Expenses*

Restaurant other operating expenses, as a percentage of restaurant sales, decreased to 15.4% in 2015 from 15.7% in 2014. This decrease was primarily attributable to an increase in average unit volume and lower costs associated with supplies and utilities, partially offset by higher third party gift card fees.

Utility costs were lower primarily due to lower natural gas rates. Lower supply costs were primarily driven by purchasing initiatives. Higher third party gift card fees were primarily due to the continued expansion of our third-party gift card program.

Restaurant other operating expenses, as a percentage of restaurant sales, decreased to 15.7% in 2014 from 15.9% in 2013. This decrease was primarily attributable to an increase in average unit volume and lower costs associated with liquor taxes, restaurant cleaning, and linens, partially offset by higher costs associated with gift card fees, general liability self-insurance and utility costs.

Lower liquor taxes were a result of legislative changes in Texas which lowered our tax rate associated with liquor sales effective at the beginning of 2014. Lower restaurant cleaning costs were due to the reclassification of wages discussed above under restaurant labor, while lower linen costs were primarily driven by purchasing initiatives. Higher gift card fees were primarily due to the continued expansion of our third-party gift card program. Higher general liability insurance was driven by a \$1.3 million reduction in general liability insurance costs recorded in 2013 compared to a \$0.4 million reduction in costs recorded in 2014 due to changes in our claims development history included in our quarterly actuarial reserve estimate. Utility costs in 2014 were driven by higher natural gas prices.

#### *Restaurant Pre-opening Expenses*

Pre-opening expenses in 2015 increased to \$19.1 million from \$18.5 million in 2014. The increase is primarily due to the number of restaurant openings in 2015 compared to 2014 and the timing of restaurant openings. In 2015, we opened 29 company restaurants compared to 25 restaurants in 2014. Pre-opening costs will fluctuate from period to period based on the specific pre-opening costs incurred for each restaurant, the number and timing of restaurant openings and the number and timing of restaurant managers hired.

Pre-opening expenses in 2014 increased to \$18.5 million from \$17.9 million in 2013. The increase was primarily attributable to increased spending on a per store basis mostly due to the timing of restaurant openings. While we opened one less restaurant in 2014 compared to 2013, unexpected delays in restaurant openings throughout the year resulted in higher pre-opening costs primarily related to restaurant manager compensation.

#### *Depreciation and Amortization Expenses ("D&A")*

D&A, as a percentage of revenue, increased to 3.9% in 2015 from 3.7% in 2014. The increase was primarily due to increased investment in short-lived assets, such as equipment, and higher depreciation, as a percentage of revenue, at new restaurants, partially offset by an increase in average unit volume.

In 2016, we expect D&A, as a percentage of revenue, to be higher than the prior year due to an increase in our capitalized costs related to restaurants opened in 2015 and 2016, along with an increase in the level of reinvestment in our existing restaurants.

D&A, as a percentage of revenue, increased to 3.7% in 2014 from 3.6% in 2013. The increase was primarily due to higher depreciation, as a percentage of revenue, at new restaurants, and increased investment in short-lived assets, such as equipment, along with the impact of an extra week of sales in 2013. The increase was partially offset by an increase in average unit volume and the impact of a \$0.7 million increase in expense recorded in the fourth quarter of 2013 due to shortening the estimated useful life of certain leasehold improvements.

#### *Impairment and Closure Expenses*

Impairment and closure expenses were \$1.0 million, \$0.6 million and \$0.4 million in 2015, 2014 and 2013, respectively. In 2015, we recorded \$1.0 million of closure costs related to the relocation of two restaurants. In 2014, we recorded \$0.6 million of impairment expense associated with the goodwill related to one restaurant. In 2013, we recorded \$0.3 million of impairment expense associated with the write down of assets, primarily land and building, and ongoing closure costs related to a restaurant which closed in 2009 and subsequently sold in 2014. In addition, we recorded \$0.1 million of impairment expense associated with the write down of equipment and ongoing closure costs related to a restaurant which closed in 2012.

See note 15 in the Consolidated Financial Statements for further discussion regarding closures and impairments recorded in 2015, 2014 and 2013, including the impairments of goodwill and other long-lived assets.

#### *General and Administrative Expenses ("G&A")*

G&A, as a percentage of total revenue, decreased to 5.1% in 2015 from 5.2% in 2014. The decrease was primarily attributable to an increase in average unit volume partially offset by higher share-based compensation and our continued investment in our infrastructure as we continue to develop more domestic and international restaurants. In 2015, higher share-based compensation costs were primarily driven by a higher stock price associated with the grants of restricted stock units on January 8, 2015 and achievement of performance criteria related to performance stock units which resulted in approximately \$4.7 million of additional expense. The restricted stock units were granted in conjunction with the execution of certain executive employment contracts and Board of Director grant agreements.

G&A, as a percentage of total revenue, decreased to 5.2% in 2014 from 5.4% in 2013. The decrease was primarily attributable to an increase in average unit volume and lower costs associated with our annual managing partner conference, along with lower marketing and employee separation costs. This decrease was partially offset by higher costs due to our continued investment in our infrastructure and the impact of the extra week in 2013. In 2014, we incurred costs of \$1.9 million related to our annual managing partner conference compared to \$3.9 million in 2013. Our annual managing partner conference costs were higher in 2013 compared to 2014 primarily due to the location of our conference in conjunction with the 20<sup>th</sup> anniversary of our first restaurant opening.

#### *Interest Expense, Net*

Net interest expense remained relatively flat at \$2.0 million in 2015 compared to \$2.1 million in 2014 which was relatively flat compared to \$2.2 million in 2013.

#### *Income Taxes*

We account for income taxes in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 740, *Income Taxes* ("ASC 740"). Our effective tax rate decreased to 29.8% in 2015 from 30.0% in 2014 primarily due to higher FICA tip credits as a percentage of pre-tax income. For 2016, we expect the tax rate to be approximately 30.0%.

Our effective tax rate increased to 30.0% in 2014 from 28.9% in 2013. The increase was primarily attributable to lower deductible incentive stock option activity, along with a decrease in certain federal tax credits. In the first quarter of 2013, the Work Opportunity Tax Credit ("WOTC"), which had expired at the end of 2011, was retrospectively reinstated. As a result, we recorded credits earned in both 2012 and 2013 in fiscal year 2013.



## Liquidity and Capital Resources

The following table presents a summary of our net cash provided by (used in) operating, investing and financing activities (in thousands):

	Fiscal Year		
	2015	2014	2013
Net cash provided by operating activities . . . . .	\$ 227,941	\$ 191,713	\$ 173,836
Net cash used in investing activities . . . . .	(173,203)	(124,240)	(111,248)
Net cash used in financing activities . . . . .	(81,526)	(76,225)	(49,460)
Net (decrease) increase in cash and cash equivalents. .	<u>\$ (26,788)</u>	<u>\$ (8,752)</u>	<u>\$ 13,128</u>

Net cash provided by operating activities was \$227.9 million in 2015 compared to \$191.7 million in 2014. The increase was primarily attributed to an increase in net income, depreciation and amortization expense, higher share-based compensation expense and deferred revenue related to gift cards. The increase in cash flow from operations was primarily driven by an increase in comparable restaurant sales at existing restaurants and the continued opening of new restaurants partially offset by higher commodity inflation, primarily beef. The increase in deferred revenue related to gift cards was primarily due to higher gift card sales.

Net cash provided by operating activities was \$191.7 million in 2014 compared to \$173.8 million in 2013. This increase was primarily due to an increase in net income, depreciation and amortization expense and deferred revenue related to gift cards, partially offset by other changes in working capital. The increase in cash flow from operations, particularly depreciation and amortization expense, was driven by the continued opening of new restaurants and an increase in comparable restaurant sales at existing restaurants. The increase in deferred revenue related to gift cards was primarily due to higher gift card sales.

Our operations have not required significant working capital and, like many restaurant companies, we have been able to operate with negative working capital. Sales are primarily for cash, and restaurant operations do not require significant inventories or receivables. In addition, we receive trade credit for the purchase of food, beverages and supplies, thereby reducing the need for incremental working capital to support growth.

Net cash used in investing activities was \$173.2 million in 2015 compared to \$124.2 million in 2014. This increase was primarily due to increase spending on capital expenditures related to new restaurant openings along with capital expenditures related to the refurbishment of existing restaurants such as remodeling, room additions and general maintenance. We opened 29 company restaurants in 2015 compared to 25 restaurants in 2014. Capital expenditures in 2015 related to restaurant openings in future years was approximately \$35.3 million compared to approximately \$16.0 million in 2014.

Net cash used in investing activities was \$124.2 million in 2014 compared to \$111.2 million in 2013. The increase was primarily due to an increase in capital expenditures related to the refurbishment of existing restaurants, such as remodeling, room additions and other general maintenance, partially offset by a decrease in capital expenditures related to new restaurant openings. While our average capital investment in Texas Roadhouse restaurants opened in 2014 was \$5.1 million compared to \$4.1 million in 2013, a significant amount of capital expenditures related to 2014 openings was incurred in 2013. Capital expenditures in 2014 related to restaurant openings in future years was approximately \$16.0 million compared to approximately \$23.0 million in 2013.

We require capital principally for the development of new company restaurants, the refurbishment of existing restaurants and the acquisition of franchise restaurants, if any. We either lease our restaurant site locations under operating leases for periods of five to 30 years (including renewal periods) or purchase the land where it is cost effective. As of December 29, 2015, 130 of the 401 company restaurants have been developed on land which we own.

The following table presents a summary of capital expenditures related to the development of new restaurants and the refurbishment of existing restaurants (in thousands):

	2015	2014	2013
New company restaurants. . . . .	\$ 117,283	\$ 78,873	\$ 80,149
Refurbishment of existing restaurants(1). . . . .	56,192	46,572	31,329
Total capital expenditures. . . . .	<u>\$ 173,475</u>	<u>\$ 125,445</u>	<u>\$ 111,478</u>
Restaurant-related repairs and maintenance expense(2). . . . .	\$ 20,607	\$ 17,926	\$ 15,865

(1) Includes minimal capital expenditures related to support center office.

(2) These amounts were recorded as an expense in the income statement as incurred.

Our future capital requirements will primarily depend on the number of new restaurants we open, the timing of those openings and the restaurant prototype developed in a given fiscal year. These requirements will include costs directly related to opening new restaurants and may also include costs necessary to ensure that our infrastructure is able to support a larger restaurant base. In 2016, we expect our capital expenditures to be approximately \$165.0 to \$175.0 million, the majority of which will relate to planned restaurant openings, including approximately 30 restaurant openings in 2016. This amount excludes any cash used for franchise acquisitions. We intend to satisfy our capital requirements over the next 12 months with cash on hand, net cash provided by operating activities and, if needed, funds available under our amended credit facility. For 2016, we anticipate net cash provided by operating activities will exceed capital expenditures, which we currently plan to use to repurchase common stock, pay dividends, as approved by our Board of Directors, and/or repay borrowings under our amended credit facility.

Net cash used in financing activities was \$81.5 million in 2015 compared to \$76.2 million in 2014. The increase is primarily due to repayments on the amended revolving credit facility and higher dividend payments partially offset by a decrease in spending on share repurchases. Dividend payments were higher in 2015 due to the timing of the dividend declaration and payment dates in the first quarter.

Net cash used in financing activities was \$76.2 million in 2014 compared to \$49.5 million in 2013. The increase was primarily due to an increase in spending on share repurchases along with a decrease in proceeds from the exercise of stock options. This increase was partially offset by lower dividend payments in 2014 due to the timing of the declaration and payment dates and the extra dividend declared in the fourth quarter of 2012.

On May 22, 2014, our Board of Directors approved a stock repurchase program under which it authorized us to repurchase up to \$100.0 million of our common stock. This stock repurchase program has no expiration date and replaced a previous stock repurchase program which was approved on February 16, 2012. All repurchases to date under our stock repurchase program have been made through open market transactions. The timing and the amount of any repurchases will be determined by management under parameters established by our Board of Directors, based on an evaluation of our stock price, market conditions and other corporate considerations. During 2015, we paid approximately \$11.4 million to repurchase 321,789 shares of our common stock and we had \$74.0 million remaining under our authorized stock repurchase program as of December 29, 2015.

We paid cash dividends of \$46.2 million in 2015. On November 19, 2015, our Board of Directors authorized the payment of a regularly quarterly cash dividend of \$0.17 per share of common stock to shareholders of record at the close of business on December 16, 2015. This payment was distributed on December 31, 2015. On February 19, 2016, our Board of Directors authorized the payment of a quarterly cash dividend of \$0.19 per share of common stock. This payment will be distributed on April 1, 2016 to shareholders of record at the close of business on March 16, 2016. The increase in the dividend per share amount reflects the increase in our regular annual dividend rate from \$0.68 per share in 2015 to \$0.76 per share in 2016. The declaration and payment of cash dividends on our common stock is at the discretion of our Board of Directors, and any decision to declare a dividend will be based on a number of factors, including, but not limited to, earnings, financial condition, applicable covenants under our credit facility and other contractual restrictions, or other factors deemed relevant.

In 2015, we paid distributions of \$3.9 million to equity holders of 16 of our majority-owned restaurants. We paid distributions of \$3.9 million and \$3.1 million to equity holders of 15 of our majority-owned company restaurants in both 2014 and 2013.

On November 1, 2013, we entered into Omnibus Amendment No. 1 and Consent to Credit Agreement and Guaranty with respect to our revolving credit facility dated as of August 12, 2011 with a syndicate of commercial lenders led by JP Morgan Chase Bank, N.A., PNC Bank, N.A., and Wells Fargo, N.A. The amended revolving credit facility, which has a maturity date of November 1, 2018, remains an unsecured, revolving credit agreement under which we may borrow up to \$200.0 million. The amendment provides us with the option to increase the revolving credit facility by \$200.0 million, up to \$400.0 million, subject to certain limitations.

The terms of the amended revolving credit facility require us to pay interest on outstanding borrowings at the London Interbank Offered Rate ("LIBOR") plus a margin of 0.875% to 1.875%, depending on our leverage ratio, or the Alternate Base Rate, which is the higher of the issuing bank's prime lending rate, the Federal Funds rate plus 0.50% or the Adjusted Eurodollar Rate for a one month interest period on such day plus 1.0%. We are also required to pay a commitment fee of 0.125% to 0.30% per year on any unused portion of the revolving credit facility, depending on our leverage ratio. The weighted-average interest rate for the amended revolving credit facility at December 29, 2015 and December 30, 2014 was 3.22% and 3.96%, respectively, including the impact of interest rate swaps. At December 29, 2015, we had \$25.0 million outstanding under the revolving credit facility and \$168.4 million of availability, net of \$6.6 million of outstanding letters of credit.

The lenders' obligation to extend credit under the amended revolving credit facility depends on us maintaining certain financial covenants, including a minimum consolidated fixed charge coverage ratio of 2.00 to 1.00 and a maximum consolidated leverage ratio of 3.00 to 1.00. The amended revolving credit facility permits us to incur additional secured or unsecured indebtedness outside the facility, except for the incurrence of secured indebtedness that in the aggregate exceeds 15% of our consolidated tangible net worth or circumstances where the incurrence of secured or unsecured indebtedness would prevent us from complying with our financial covenants. We were in compliance with all covenants as of December 29, 2015.

At December 29, 2015, in addition to the amounts outstanding on our amended revolving credit facility, we had one other note payable totaling \$0.7 million with a fixed interest rate of 10.46%, which relates to the financing of a specific restaurant. Our weighted-average effective interest rate at December 29, 2015 was 3.22%, including the impact of the interest rate swap discussed below.

On January 7, 2009, we entered into an interest rate swap, starting on February 7, 2009, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We have designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a \$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we pay a fixed rate of 2.34% on the \$25.0 million notional amount and receive payments from the counterparty based on the one month LIBOR rate for a term ending on January 7, 2016, effectively resulting in a fixed rate on the \$25.0 million notional amount. Our counterparty in the interest rate swap is JP Morgan Chase Bank, N.A. Changes in the fair value of the interest rate swap will be reported as a component of accumulated other comprehensive income (loss).

## Contractual Obligations

The following table summarizes the amount of payments due under specified contractual obligations as of December 29, 2015 (in thousands):

	Payments Due by Period				
	Total	Less than 1 year	1 - 3 Years	3 - 5 Years	More than 5 years
Long-term debt obligations. ....	\$ 25,694	\$ 144	25,336	214	\$ —
Interest(1). ....	676	86	577	13	—
Operating lease obligations. ....	715,390	37,909	76,966	76,135	524,380
Capital obligations. ....	129,380	129,380	—	—	—
Total contractual obligations(2). ....	<u>\$ 871,140</u>	<u>\$ 167,519</u>	<u>\$ 102,879</u>	<u>\$ 76,362</u>	<u>\$ 524,380</u>

- (1) Uses interest rates as of December 29, 2015 for our variable rate debt. Additionally, we have assumed that the debt relating to the interest rate swap covering a notional amount totaling \$25.0 million remains outstanding after the termination of the interest rate swap. For the remaining term of the interest rate swap, we calculated interest payments by taking the applicable fixed rate of the interest rate swap plus the 0.875% margin, which was in effect as of December 29, 2015. After the termination of the interest rate swap, we calculated interest rate payments using the weighted average interest rate of 1.14%, which was the interest rate associated with our amended revolving credit facility at December 29, 2015. We assumed a constant rate until maturity for our fixed rate debt.
- (2) Unrecognized tax benefits under Accounting Standards Codification ("ASC") 740 are immaterial and, therefore, are excluded from this amount.

The Company has no material minimum purchase commitments with its vendors that extend beyond a year. See notes 4 and 7 to the Consolidated Financial Statements for details of contractual obligations.

## Off-Balance Sheet Arrangements

Except for operating leases (primarily restaurant leases), we do not have any off-balance sheet arrangements.

## Guarantees

Effective December 31, 2013, we sold two restaurants, which operated under the name Aspen Creek, located in Irving, TX and Louisville, KY. We assigned the leases associated with these restaurants to the acquirer, but remain contingently liable under the terms of the lease if the acquirer defaults. We are contingently liable for the initial term of the lease and any renewal periods. The Irving lease has an initial term that expires December 2019, along with three five-year renewals. The Louisville lease has an initial term that expires November 2023, along with three five-year renewals. The assignment of the Louisville lease releases us from liability after the initial lease term expiration contingent upon certain conditions being met by the acquirer.

We entered into real estate lease agreements for five restaurant locations, listed in the table below, before granting franchise rights for those restaurants. We have subsequently assigned the leases to the franchisees, but remain contingently liable if a franchisee defaults, under the terms of the lease.

	Lease Assignment Date	Lease Term Expiration
Everett, Massachusetts(1). ....	September 2002	February 2018
Longmont, Colorado. ....	October 2003	May 2019
Montgomeryville, Pennsylvania . ....	October 2004	June 2021
Fargo, North Dakota(1) . ....	February 2006	July 2021
Logan, Utah. ....	January 2009	August 2019

- (1) As discussed in note 12, these restaurants are owned, in whole or part, by certain officers, directors and 5% shareholders of the Company.

We are contingently liable for the initial term of the lease and any renewal periods. All of the leases have three five-year renewals.

As of December 29, 2015 and December 30, 2014, we are contingently liable for \$17.2 million and \$18.0 million, respectively, for the seven leases discussed above. These amounts represent the maximum potential liability of future payments under the guarantees. In the event of default, the indemnity and default clauses in our assignment agreements govern our ability to pursue and recover damages incurred. No material liabilities have been recorded as of December 29, 2015 as the likelihood of default was deemed to be less than probable and the fair value of the guarantees is not considered significant.

## **Recent Accounting Pronouncements**

### ***Revenue Recognition***

#### ***(Accounting Standards Update 2014-09, "ASU 2014-09")***

In May 2014, the FASB issued ASU 2014-09, *Revenue from Contracts with Customers*, which requires an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The ASU will replace most existing revenue recognition guidance in GAAP when it becomes effective. In July 2015, the FASB approved a one-year deferral of the effective date of the new revenue standard. ASU 2014-09 is now effective for fiscal years beginning on or after December 15, 2017 (our 2018 fiscal year), including interim periods within those annual periods, with early adoption permitted in the first quarter of 2017. The standard permits the use of either the retrospective or cumulative effect transition method. The standard will not impact our recognition of revenue from company-owned restaurants or our recognition of continuing fees from franchisees, which are based on a percentage of franchise sales. We are continuing to evaluate the impact the adoption of this standard will have on the recognition of other less significant revenue transactions such as initial fees from franchisees.

### ***Consolidation***

#### ***(Accounting Standards Update 2015-02, "ASU 2015-02")***

In February 2015, the FASB issued ASU 2015-02, *Consolidation: Amendments to the Consolidation Analysis*, which changes the analysis that a reporting entity must perform to determine whether it should consolidate certain types of legal entities. ASU 2015-02 is effective for annual and interim periods beginning after December 15, 2015 (our 2016 fiscal year). A reporting entity may apply the amendments using a modified retrospective approach or a full retrospective application. The adoption of this guidance is not expected to have a material impact on our consolidated financial position, results of operations or cash flows.

### ***Software Licenses***

#### ***(Accounting Standards Update 2015-05, "ASU 2015-05")***

In April 2015, the FASB issued ASU 2015-05, *Customer's Accounting for Fees Paid in a Cloud Computing Arrangement*, which provides guidance about whether a cloud computing arrangement includes a software license. ASU 2015-05 is effective for annual and interim periods beginning after December 15, 2015 (our 2016 fiscal year). The adoption of this guidance is not expected to have a material impact on our consolidated financial position, results of operations or cash flows.

### ***Inventory***

#### ***(Accounting Standards Update 2015-11, "ASU 2015-11")***

In July 2015, the FASB issued ASU 2015-11, *Inventory*, which simplifies the measurement principle of inventories valued under the First-In, First-Out ("FIFO") or weighted average methods from the lower of cost or market to the lower of cost and net realizable value. ASU 2015-11 is effective for reporting periods beginning after December 15, 2016 (our 2017 fiscal year) including interim periods within those annual periods. We do not expect the standard to have a material impact on our consolidated financial position, results of operations or cash flows upon adoption.

### ***Deferred Taxes***

#### ***(Accounting Standards Update 2015-17, "ASU 2015-17")***

In November 2015, the FASB issued ASU 2015-17, *Balance Sheet Classification of Deferred Taxes*, which requires that deferred tax assets and liabilities be classified as noncurrent on the consolidated balance sheet. ASU 2015-17 is effective for annual periods beginning after December 15, 2016 (our 2017 fiscal year), including interim periods within those annual periods. Early adoption is permitted as of the beginning of an interim or annual reporting period. Upon

adoption, ASU 2015-17 may be applied either prospectively or retrospectively. We do not expect the adoption of this guidance to have a material impact on our consolidated financial position, results of operations or cash flows.

### **Critical Accounting Policies and Estimates**

The above discussion and analysis of our financial condition and results of operations are based upon our consolidated financial statements, which have been prepared in accordance with U.S. GAAP. The preparation of these financial statements requires us to make estimates and judgments that affect the reported amounts of assets, liabilities, revenue and expenses, and disclosures of contingent assets and liabilities. Our significant accounting policies are described in note 2 to the accompanying consolidated financial statements. Critical accounting policies are those that we believe are most important to portraying our financial condition and results of operations and also require the greatest amount of subjective or complex judgments by management. Judgments or uncertainties regarding the application of these policies may result in materially different amounts being reported under different conditions or using different assumptions. We consider the following policies to be the most critical in understanding the judgments that are involved in preparing the consolidated financial statements.

*Impairment of Long-lived Assets.* We evaluate long-lived assets related to each restaurant to be held and used in the business, such as property and equipment and intangible assets subject to amortization, for impairment whenever events and circumstances indicate that the carrying amount of a restaurant may not be recoverable. When we evaluate restaurants, cash flows are the primary indicator of impairment. Recoverability of assets to be held and used is measured by comparison of the carrying amount of the restaurant to estimated undiscounted future cash flows expected to be generated by the restaurant. Under our policies, trailing 12-month cash flow results below \$300,000 at the individual restaurant level signals a potential impairment. In our evaluation of restaurants that do not meet the cash flow threshold, we estimate future undiscounted cash flows from operating the restaurant over its estimated useful life, which can be a period of over 20 years. In the estimation of future cash flows, we consider the period of time the restaurant has been open, the trend of operations over such period and future periods and expectations for future sales growth. We limit assumptions about important factors such as trend of future operations and sales growth to those that are supportable based upon our plans for the restaurant and actual results at comparable restaurants. Both qualitative and quantitative information are considered when evaluating for potential impairments. As we assess the ongoing expected cash flows and carrying amounts of our long-lived assets, these factors could cause us to realize a material impairment charge.

If assets are determined to be impaired, we measure the impairment charge by calculating the amount by which the asset carrying amount exceeds its fair value. The determination of asset fair value is also subject to significant judgment. We generally measure estimated fair value by independent third party appraisal or discounting estimated future cash flows. When fair value is measured by discounting estimated future cash flows, the assumptions used are consistent with what we believe hypothetical market participants would use. We also use a discount rate that is commensurate with the risk inherent in the projected cash flows. If these assumptions change in the future, we may be required to record impairment charges for these assets.

At December 29, 2015, we had 10 restaurants whose trailing 12-month cash flows did not meet the \$300,000 threshold. However, the future undiscounted cash flows from operating each of these restaurants over their remaining estimated useful lives exceeded the \$18.0 million remaining carrying value of their assets and no assets were determined to be impaired.

See note 15 in the Consolidated Financial Statements for further discussion regarding closures and impairments recorded in 2015, 2014 and 2013, including the impairments of goodwill and other long-lived assets.

*Goodwill.* Goodwill is tested annually for impairment, and is tested more frequently if events and circumstances indicate that the asset might be impaired. We have assigned goodwill to the reporting unit, which we consider to be the individual restaurant level. An impairment loss is recognized to the extent that the carrying amount exceeds the implied fair value of goodwill. The determination of impairment consists of two steps. First, we determine the fair value of the reporting unit and compare it to its carrying amount. The fair value of the reporting unit may be based on several valuation approaches including capitalization of earnings, discounted cash flows, comparable public company market multiples and comparable acquisition market multiples. Second, if the carrying amount of the reporting unit exceeds its fair value, an impairment loss is recognized for any excess of the carrying amount of the reporting unit's goodwill over the implied fair value of the goodwill. The implied fair value of goodwill is determined by allocating the fair value of the

reporting unit, in a manner similar to a purchase price allocation. The residual fair value after this allocation is the implied fair value of the reporting unit goodwill.

The valuation approaches used to determine fair value are subject to key judgments and assumptions that are sensitive to change such as appropriate revenue growth rates, operating margins, weighted average cost of capital, and comparable company and acquisition market multiples. In estimating the fair value using the capitalization of earnings or discounted cash flows method we consider the period of time the restaurant has been open, the trend of operations over such period and future periods, expectations of future sales growth and terminal value. Assumptions about important factors such as the trend of future operations and sales growth are limited to those that are supportable based upon the plans for the restaurant and actual results at comparable restaurants. When developing these key judgments and assumptions, we consider economic, operational and market conditions that could impact fair value. The judgments and assumptions used are consistent with what we believe hypothetical market participants would use. However, estimates are inherently uncertain and represent only our reasonable expectations regarding future developments. If the estimates used in performing the impairment test prove inaccurate, the fair value of the restaurants may ultimately prove to be significantly lower, thereby causing the carrying value to exceed the fair value and indicating impairment has occurred.

At December 29, 2015, we had 65 reporting units, primarily at the restaurant level, with allocated goodwill of \$116.6 million. The average amount of goodwill associated with each reporting unit is \$1.7 million with six reporting units having goodwill in excess of \$4.0 million. We did not record any impairment charges as a result of our annual impairment analysis in 2015. Based on our estimate of fair value, we are currently monitoring two restaurants with total goodwill of \$4.9 million and excess fair value over net book value of 12.9% for potential impairment. Since we determine the fair value of goodwill at the restaurant level, any significant decreases in cash flows at these restaurants or others could trigger an impairment charge in the future. The fair value of each of our other reporting units was substantially in excess of their respective carrying values as of the 2015 goodwill impairment test. See note 15 in the Consolidated Financial Statements for further discussion regarding closures and impairments recorded in 2015, 2014 and 2013, including the impairments of goodwill and other long-lived assets.

*Insurance Reserves.* We self-insure a significant portion of expected losses under our health, workers compensation, general liability, employment practices liability and property insurance programs. We purchase insurance for individual claims that exceed the retention amounts listed below:

Employment practices liability/Class Action .....	\$250,000 / \$2,000,000
Workers compensation .....	\$350,000
General liability .....	\$250,000
Employee healthcare .....	\$250,000

In addition, we purchase property insurance for claims that exceed \$50,000 after an aggregate deductible of \$250,000.

We record a liability for unresolved claims and for an estimate of incurred but not reported claims based on estimates provided by management, a third party administrator and/or an actuary. Our estimated liability is based on a number of assumptions and factors regarding economic conditions, the frequency and severity of claims and claim development history and settlement practices. We also monitor actuarial observations of historical claim development for the industry. Our assumptions are reviewed, monitored, and adjusted when warranted by changing circumstances.

*Income Taxes.* We account for income taxes in accordance with ASC 740 under which deferred assets and liabilities are recognized based upon anticipated future tax consequences attributable to differences between financial statement carrying values of assets and liabilities and their respective tax bases. A valuation allowance is established to reduce the carrying value of deferred tax assets if it is considered more likely than not that such assets will not be realized. Any change in the valuation allowance would be charged to income in the period such determination was made.

Uncertain tax positions are accounted for under FASB ASC 740. FASB ASC 740 requires that a position taken or expected to be taken in a tax return be recognized in the financial statements when it is more likely than not (i.e., a likelihood of more than fifty percent) that the position would be sustained upon examination by tax authorities that have full knowledge of all relevant information. A recognized tax position is then measured at the largest amount of benefit that is greater than fifty percent likely of being realized upon settlement.

*Leases and Leasehold Improvements.* We lease land, buildings and/or certain equipment for the majority of our restaurants under non-cancelable lease agreements. Our land and/or building leases typically have initial terms ranging from ten to 15 years, and certain renewal options for one or more five-year periods. We account for leases in accordance with ASC 840, *Leases*, and other related authoritative guidance. When determining the lease term, we include option periods for which failure to renew the lease imposes a penalty on us in such an amount that a renewal appears, at the inception of the lease, to be reasonably assured. The primary penalty to which we are subject is the economic detriment associated with the existence of leasehold improvements which might become impaired if we choose not to continue the use of the leased property.

Certain of our operating leases contain predetermined fixed escalations of the minimum rent during the original term of the lease. For these leases, we recognize the related rent expense on a straight-line basis over the lease term and record the difference between the amounts charged to operations and amounts paid as deferred rent. We generally do not receive rent concessions or leasehold improvement incentives upon opening a restaurant that is subject to a lease. We may receive rent holidays, which would begin on the possession date and end when the lease commences, during which no cash rent payments are typically due under the terms of the lease. Rent holidays are included in the lease term when determining straight-line rent expense.

Additionally, certain of our operating leases contain clauses that provide for additional contingent rent based on a percentage of sales greater than certain specified target amounts. We recognize contingent rent expense prior to the achievement of the specified target that triggers the contingent rent, provided achievement of the target is considered probable. This may result in some variability in rent expense as a percentage of revenues over the term of the lease in restaurants where we pay contingent rent.

The judgment regarding the probable term for each restaurant property lease impacts the classification and accounting for a lease as capital or operating, the rent holiday and/or escalation in payments that are taken into consideration when calculating straight-line rent and the term over which leasehold improvements for each restaurant are amortized. The material factor we consider when making this judgment is the total amount invested in the restaurant at the inception of the lease and whether management believes that renewal appears reasonably assured. While a different term may produce materially different amounts of depreciation, amortization and rent expense than reported, our historical lease renewal rates support the judgments made. We have not made any changes to the nature of the assumptions used to account for leases in any of the fiscal years presented in our consolidated financial statements.

## **Effects of Inflation**

We have not operated in a period of high general inflation for the last several years; however, we have experienced material increases in certain commodity costs, specifically beef. In addition, a significant number of our team members are paid at rates related to the federal and/or state minimum wage and, accordingly, increases in minimum wage have increased our labor costs for the last several years. We have increased menu prices and made other adjustments over the past few years, in an effort to offset increases in our restaurant and operating costs resulting from inflation. Whether we are able and/or choose to continue to offset the effects of inflation will determine to what extent, if any, inflation affects our restaurant profitability in future periods.

## **ITEM 7A—QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK**

We are exposed to market risk from changes in interest rates on debt and changes in commodity prices. Our exposure to interest rate fluctuations is limited to our outstanding bank debt. The terms of the revolving credit facility require us to pay interest on outstanding borrowings at London Interbank Offering Rate ("LIBOR") plus a margin of 0.875% to 1.875%, depending on our leverage ratio, or the Alternate Base Rate, which is the higher of the issuing bank's prime lending rate, the Federal Funds rate plus 0.50% or the Adjusted Eurodollar Rate for a one month interest period on such day plus 1.0%. At December 29, 2015, we had \$25.0 million outstanding under the amended revolving credit facility, which bears interest at approximately 87.5 to 187.5 basis points (depending on our leverage ratios) over LIBOR. We had notes payable totaling \$0.7 million with fixed interest rate ranging of 10.46%. Should interest rates based on these variable rate borrowings increase by one percentage point, our estimated annual interest expense would increase by \$0.3 million after the impact of the interest rate swap as described below.

On January 7, 2009, we entered into an interest rate swap, starting February 7, 2009, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We have designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a



\$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we pay a fixed rate of 2.34% on the \$25.0 million notional amount and receive payments from the counterparty based on the one month LIBOR rate for a term ending on January 7, 2016, effectively resulting in a fixed rate LIBOR component of the \$25.0 million notional amount.

By using a derivative instrument to hedge exposures to changes in interest rates, we expose ourselves to credit risk. Credit risk is the failure of the counterparty to perform under the terms of the derivative contract. We minimize the credit risk by entering into transactions with high-quality counterparties whose credit rating is evaluated on a quarterly basis. Our counterparty in the interest rate swaps is JP Morgan Chase Bank, N.A.

In an effort to secure high quality, low cost ingredients used in the products sold in our restaurants, we employ various purchasing and pricing contract techniques. When purchasing certain types of commodities, we may be subject to prevailing market conditions resulting in unpredictable price volatility. For certain commodities, we may also enter into contracts for terms of one year or less that are either fixed price agreements or fixed volume agreements where the price is negotiated with reference to fluctuating market prices. We currently do not use financial instruments to hedge commodity prices, but we will continue to evaluate their effectiveness. Extreme and/or long term increases in commodity prices could adversely affect our future results, especially if we are unable, primarily due to competitive reasons, to increase menu prices. Additionally, if there is a time lag between the increasing commodity prices and our ability to increase menu prices or if we believe the commodity price increase to be short in duration and we choose not to pass on the cost increases, our short-term financial results could be negatively affected.

We are subject to business risk as our beef supply is highly dependent upon three vendors. If these vendors were unable to fulfill their obligations under their contracts, we may encounter supply shortages and incur higher costs to secure adequate supplies, any of which would harm our business.

## **ITEM 8—FINANCIAL STATEMENTS AND SUPPLEMENTARY FINANCIAL DATA**

See Index to Consolidated Financial Statements at Item 15.

## **ITEM 9—CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE**

None.

## **ITEM 9A—CONTROLS AND PROCEDURES**

### **Evaluation of disclosure controls and procedures**

We have evaluated the effectiveness of the design and operation of our disclosure controls and procedures pursuant to, and as defined in, Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended, as of the end of the period covered by this report. Based on the evaluation, performed under the supervision and with the participation of our management, including the Chief Executive Officer (the "CEO") and the Chief Financial Officer (the "CFO"), our management, including the CEO and CFO, concluded that our disclosure controls and procedures were effective as of December 29, 2015.

### **Changes in internal control**

During the fourth quarter of 2015, there were no changes with respect to our internal control over financial reporting that materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

### **Management's Report on Internal Control over Financial Reporting**

Under Section 404 of the Sarbanes-Oxley Act of 2002, our management is required to assess the effectiveness of the Company's internal control over financial reporting as of the end of each fiscal year and report, based on that assessment, whether the Company's internal control over financial reporting is effective.

Management of the Company is responsible for establishing and maintaining adequate internal control over financial reporting. As defined in Exchange Act Rule 13a-15(f), internal control over financial reporting is a process

designed by, or under the supervision of, our principal executive and principal financial officers and effected by our board of directors, management and other personnel, 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. Therefore, internal control over financial reporting determined to be effective can provide only reasonable assurance with respect to financial statement preparation and may not prevent or detect all misstatements.

Under the supervision and with the participation of our management, including our CEO and CFO, we assessed the effectiveness of the Company's internal control over financial reporting as of the end of the period covered by this report. In this assessment, the Company applied criteria based on the "Internal Control—Integrated Framework (2013)" issued by the Committee of Sponsoring Organizations of the Treadway Commission. These criteria are in the areas of control environment, risk assessment, control activities, information and communication, and monitoring. The Company's assessment included documenting, evaluating and testing the design and operating effectiveness of its internal control over financial reporting. Based upon this evaluation, our management concluded that our internal control over financial reporting was effective as of December 29, 2015.

KPMG LLP, the independent registered public accounting firm that audited our Consolidated Financial Statements included in the Annual Report on Form 10-K, has also audited the effectiveness of the Company's internal control over financial reporting as of December 29, 2015 as stated in their report at F-2.

#### **ITEM 9B—OTHER INFORMATION**

None.

### **PART III**

#### **ITEM 10—DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE**

Information regarding the directors of the Company is incorporated herein by reference to the information set forth under "Election of Directors" in the Proxy Statement for the 2016 Annual Meeting of Stockholders.

Information regarding executive officers of the Company has been included in Part I of this Annual Report under the caption "Executive Officers of the Company."

Information regarding corporate governance of the Company is incorporated herein by reference to the information set forth in the Proxy Statement for the 2016 Annual Meeting of Stockholders.

#### **ITEM 11—EXECUTIVE COMPENSATION**

Incorporated by reference from the Company's Definitive Proxy Statement to be dated approximately April 8, 2016.

#### **ITEM 12—SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS**

Incorporated by reference from the Company's Definitive Proxy Statement to be dated approximately April 8, 2016.

#### **ITEM 13—CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE**

Incorporated by reference from the Company's Definitive Proxy Statement to be dated approximately April 8, 2016.

#### **ITEM 14—PRINCIPAL ACCOUNTING FEES AND SERVICES**

Incorporated by reference from the Company's Definitive Proxy Statement to be dated approximately April 8, 2016.

## PART IV

### ITEM 15—EXHIBITS, FINANCIAL STATEMENT SCHEDULES

#### 1. Consolidated Financial Statements

Description	Page Number in Report
Reports of Independent Registered Public Accounting Firm. . . . .	F-1
Consolidated Balance Sheets as of December 29, 2015 and December 30, 2014 . . . . .	F-3
Consolidated Statements of Income and Comprehensive Income for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 . . . . .	F-4
Consolidated Statements of Stockholders' Equity for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 . . . . .	F-5
Consolidated Statements of Cash Flows for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 . . . . .	F-6
Notes to Consolidated Financial Statements . . . . .	F-7

#### 2. Financial Statement Schedules

Omitted due to inapplicability or because required information is shown in the Company's Consolidated Financial Statements or notes thereto.

#### 3. Exhibits

Exhibit No.	Description
3.1	Form of Amended and Restated Certificate of Incorporation of Registrant (incorporated by reference to Exhibit 3.2 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
3.2	Bylaws of Registrant (incorporated by reference to Exhibit 3.3 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
4.1	Registration Rights Agreement, dated as of May 7, 2004, among Registrant and others (incorporated by reference to Exhibit 4.3 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
10.1*	Texas Roadhouse, Inc. 2004 Equity Incentive Plan (incorporated by reference to Exhibit 4.1 to the Registration Statement on Form S-8 of Registrant (File No. 333-121241))
10.2	Form of Director and Executive Officer Indemnification Agreement (incorporated by reference to Exhibit 10.9 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
10.3	Form of Limited Partnership Agreement and Operating Agreement for certain company-managed Texas Roadhouse restaurants, including schedule of the owners of such restaurants and the aggregate interests held by directors, executive officers and 5% stockholders who are parties to such an agreement (incorporated by reference to Exhibit 10.10 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
10.4	Lease Agreement dated as of November 1999, by and between TEAS II, LLC and Texas Roadhouse Holdings LLC (incorporated by reference to Exhibit 10.13 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
10.5	Lease Agreement dated as of January 10, 2005 by and between TEAS IV, Inc. and Roadhouse of Bossier City, LLC (incorporated by reference to Exhibit 10.5 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.6	Form of Franchise Agreement and Preliminary Agreement for a Texas Roadhouse restaurant franchise, including schedule of directors, executive officers and 5% stockholders which have entered into either agreement (incorporated by reference to Exhibit 10.14 to the Registration Statement on Form S-1 of Registrant (File No. 333-115259))
10.7	Schedule of the owners of company-managed Texas Roadhouse restaurants and the interests held by directors, executive officers and 5% stockholders who are parties to Limited Partnership Agreements and Operating Agreements as of December 29, 2015 the form of which is set forth in Exhibit 10.3 of this Form 10-K

Exhibit No.	Description
10.8	Schedule of the directors, executive officers and 5% stockholders which have entered into License Agreements, Franchise Agreements or Preliminary Agreements for a Texas Roadhouse Franchise as of December 29, 2015 the form of which is set forth in Exhibit 10.6 of this Form 10-K
10.9	Amended and Restated Credit Agreement, dated as of August 12, 2011, by and among Texas Roadhouse, Inc., the lenders named therein and JPMorgan Chase Bank, N.A., as Administrative Agent (incorporated by reference to Exhibit 10.1 to Registrant's Current Report on Form 8-K dated August 17, 2011 (File No. 000-50972))
10.10	Omnibus Amendment No. 1 and Consent to Credit Agreement and Guaranty, dated as of November 1, 2013, by and among Texas Roadhouse, Inc., the lenders named therein and JPMorgan Chase Bank, N.A., as Administrative Agent (incorporated by reference to Exhibit 10.1 to Registrant's Current Report on Form 8-K dated November 1, 2013 (File No. 000-50972))
10.11	Amended and Restated Lease Agreement (Two Paragon Centre) dated January 1, 2006 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings LLC (incorporated by reference to Exhibit 10.17 of Registrant's Quarterly Report on Form 10-Q for the quarter ended June 27, 2006) (File No. 000-50972))
10.12	First Amendment to Amended and Restated Lease Agreement (Two Paragon Centre) dated December 18, 2006 between Paragon Centre Holdings LLC and Texas Roadhouse Holdings LLC (incorporated by reference to Exhibit 10.21 of Registrant's Annual Report on Form 10-K for the year ended December 26, 2006) (File No. 000-50972))
10.13	Second Amendment to Amended and Restated Lease Agreement (Two Paragon Centre) dated May 10, 2007 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings, LLC (incorporated by reference to Exhibit 10.2 of the Registrant's Quarterly Report on Form 10-Q for the quarter ended June 26, 2007) (File No. 000-50972)
10.14	Third Amendment to Amended and Restated Lease Agreement (Two Paragon Centre) dated September 7, 2007 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings, LLC (incorporated by reference to Exhibit 10.2 of the Registrant's Quarterly Report on Form 10-Q for the quarter ended September 25, 2007) (File No. 000-50972)
10.15	Fourth Amendment dated July 22, 2009, and Fifth Amendment dated November 15, 2013, to Amended and Restated Lease Agreement (Two Paragon Centre) between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings, LLC (incorporated by reference to Exhibit 10.15 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.16*	Form of Restricted Stock Unit Award Agreement under the 2004 Equity Incentive Plan (incorporated by reference to Exhibit 10.19 of Registrant's Annual Report on Form 10-K for the year ended December 25, 2007 (File No. 000-50972))
10.17*	Form of First Amendment to Restricted Stock Unit Award Agreement under the 2004 Equity Incentive Plan with non-management directors (incorporated by reference to Exhibit 10.20 of Registrant's Annual Report on Form 10-K for the year ended December 30, 2008 (File No. 000-50972))
10.18*	Amendment to Texas Roadhouse, Inc. 2004 Equity Incentive Plan (incorporated by reference to Exhibit 10.21 of Registrant's Annual Report on Form 10-K for the year ended December 30, 2008 (File No. 000-50972))
10.19*	Amended and Restated Employment Agreement between Registrant and G. Price Cooper, IV entered into as of January 8, 2010 (incorporated by reference to Exhibit 10.33 to Registrant's Current Report on Form 8-K dated August 18, 2011 (File No. 000-50972))
10.20*	Amended and Restated Employment Agreement between Registrant and W. Kent Taylor, entered into as of January 8, 2012 (incorporated by reference to Exhibit 10.35 to the Registrant's Annual Report on Form 10-K for the year ended December 27, 2011 (File No. 000-50972))
10.21*	Amended and Restated Employment Agreement between Registrant and Scott M. Colosi, entered into as of January 8, 2012 (incorporated by reference to Exhibit 10.36 to the Registrant's Annual Report on Form 10-K for the year ended December 27, 2011 (File No. 000-50972))
10.22*	Amended and Restated Employment Agreement between Registrant and Steven L. Ortiz, entered into as of January 8, 2012 (incorporated by reference to Exhibit 10.37 to the Registrant's Annual Report on Form 10-K for the year ended December 27, 2011 (File No. 000-50972))

Exhibit No.	Description
10.23*	Amended and Restated Employment Agreement between Registrant and G. Price Cooper, IV, entered into as of January 8, 2012 (incorporated by reference to Exhibit 10.38 to the Registrant's Annual Report on Form 10-K for the year ended December 27, 2011 (File No. 000-50972))
10.24*	First Amendment to Amended and Restated Employment Agreement between the Registrant and W. Kent Taylor, entered into as of November 30, 2012 (incorporated by reference to Exhibit 10.21 to the Registrant's Annual Report on Form 10-K for the year ended December 31, 2013 (File No. 000-50972))
10.25*	First Amendment to Amended and Restated Employment Agreement between the Registrant and Scott M. Colosi, entered into as of November 30, 2012 (incorporated by reference to Exhibit 10.22 to the Registrant's Annual Report on Form 10-K for the year ended December 31, 2013 (File No. 000-50972))
10.26*	First Amendment to Amended and Restated Employment Agreement between the Registrant and Steve L. Ortiz, entered into as of November 30, 2012 (incorporated by reference to Exhibit 10.23 to the Registrant's Annual Report on Form 10-K for the year ended December 31, 2013 (File No. 000-50972))
10.27*	First Amendment to Amended and Restated Employment Agreement between the Registrant and G. Price Cooper, IV, entered into as of November 30, 2012 (incorporated by reference to Exhibit 10.24 to the Registrant's Annual Report on Form 10-K for the year ended December 31, 2013 (File No. 000-50972))
10.28*	Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan (incorporated by reference from Appendix A to the Texas Roadhouse, Inc. Proxy Statement on Schedule 14A filed with the Securities and Exchange Commission on April 5, 2013 (File No. 000-50972))
10.29*	Form of Restricted Stock Award under the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan (incorporated by reference to Exhibit 10.2 of Registrant's Quarterly Report on Form 10-Q for the quarter ended June 25, 2013 (File No. 000-50972))
10.30*	Texas Roadhouse, Inc. Cash Bonus Plan for cash incentive awards granted pursuant to the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan (incorporated by reference to Exhibit 10.3 of Registrant's Quarterly Report on Form 10-Q for the quarter ended June 25, 2013 (File No. 000-50972))
10.31*	Employment Agreement between the Registrant and Celia Catlett entered into as of January 15, 2014 (incorporated by reference to Exhibit 10.30 to the Registrant's Annual Report on Form 10-K for the year ended December 31, 2013 (File No. 000-50972))
10.32*	Employment Agreement between the Registrant and W. Kent Taylor, entered into as of January 8, 2015 (incorporated by reference to Exhibit 10.35 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.33*	Employment Agreement between the Registrant and Scott M. Colosi, entered into as of January 8, 2015 (incorporated by reference to Exhibit 10.36 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.34*	Employment Agreement between the Registrant and G. Price Cooper, IV, entered into as of January 8, 2015 (incorporated by reference to Exhibit 10.37 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.35*	Employment Agreement between the Registrant and Celia Catlett, entered into as of January 8, 2015 (incorporated by reference to Exhibit 10.38 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.36*	Form of Performance Stock Unit Award Agreement under the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan
10.37*	Amended and Restated Form of Restricted Stock Award Agreement under the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan for officers (incorporated by reference to Exhibit 10.40 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.38*	Amended and Restated Form of Restricted Stock Award Agreement under the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan for non-officers (incorporated by reference to Exhibit 10.41 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.39*	Second Amended and Restated Deferred Compensation Plan of Texas Roadhouse Management Corp., as amended December 19, 2007 and December 31, 2008 (incorporated by reference to Exhibit 10.42 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))

Exhibit No.	Description
10.40*	Third Amended and Restated Deferred Compensation Plan of Texas Roadhouse Management Corp., effective January 1, 2010 (incorporated by reference to Exhibit 10.43 to the Registrant's Annual Report on Form 10-K for the year ended December 30, 2014 (File No. 000-50972))
10.41*	Member Interest Purchase Agreement dated November 26, 2014 by and among Texas Roadhouse, Inc., Texas Roadhouse Holdings LLC, Roadhouse of New Berlin, LLC, Roadhouse of New Berlin Holdings, Inc., Gerard J. Hart, Jim Broyles, Zitro Partners, LTD and Steven Ortiz (incorporated by reference to Exhibit 10.1 to the Registrant's Current Report on Form 8-K dated November 26, 2014 (File 000-50972))
10.42	Lease agreement dated December 11, 2012 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings LLC
10.43	First Amendment to Lease Agreement dated January 10, 2013 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings LLC
10.44	Second Amendment to Lease Agreement dated February 11, 2015 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings LLC
10.45	Third Amendment to Lease Agreement dated January 26, 2016 between Paragon Centre Holdings, LLC and Texas Roadhouse Holdings LLC
10.46*	Employment agreement between the Registrant and S. Chris Jacobsen, entered into as of February 11, 2016
10.47*	Form of Nonqualified Stock Option Agreement under Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan
21.1	List of Subsidiaries
23.1	Consent of KPMG LLP, Independent Registered Public Accounting Firm
31.1	Certification of Chief Executive Officer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002
31.2	Certification of Chief Financial Officer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002
32.1	Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002
32.2	Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002
101	The following financial statements from the Texas Roadhouse, Inc. Annual Report on Form 10-K for the year ended December 29, 2015, filed February 26, 2016, formatted in eXtensible Business Reporting Language (XBRL): (i) Consolidated Balance Sheets, (ii) Consolidated Statements of Income and Comprehensive Income, (iii) Consolidated Statements of Stockholders' Equity, (iv) Consolidated Statements of Cash Flows, and (v) the Notes to the Consolidated Financial Statements.

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\* Management contract or compensatory plan or arrangement required to be filed as an exhibit to Form 10-K.

## SIGNATURES

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, as amended, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

TEXAS ROADHOUSE, INC.

By: /s/ W. KENT TAYLOR

W. Kent Taylor

*Chairman of the Company, Chief Executive  
Officer, Director*

Date: February 26, 2016

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, this Annual Report has been signed below by the following persons on behalf of the registrant and in the capacities and on the dates indicated.

Signature	Title	Date
<div style="text-align: center;">/s/ W. KENT TAYLOR</div> <div style="text-align: center;">W. Kent Taylor</div>	Chairman of the Company, Chief Executive Officer, Director (Principal Executive Officer)	February 26, 2016
<div style="text-align: center;">/s/ SCOTT M. COLOSI</div> <div style="text-align: center;">Scott M. Colosi</div>	President, Chief Financial Officer (Principal Financial Officer and Principal Accounting Officer)	February 26, 2016
<div style="text-align: center;">/s/ GREGORY N. MOORE</div> <div style="text-align: center;">Gregory N. Moore</div>	Director	February 26, 2016
<div style="text-align: center;">/s/ JAMES F. PARKER</div> <div style="text-align: center;">James F. Parker</div>	Director	February 26, 2016
<div style="text-align: center;">/s/ JAMES R. RAMSEY</div> <div style="text-align: center;">James R. Ramsey</div>	Director	February 26, 2016
<div style="text-align: center;">/s/ KATHY WIDMER</div> <div style="text-align: center;">Kathy Widmer</div>	Director	February 26, 2016
<div style="text-align: center;">/s/ JAMES R. ZARLEY</div> <div style="text-align: center;">James R. Zarley</div>	Director	February 26, 2016



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## **Report of Independent Registered Public Accounting Firm**

The Board of Directors and Stockholders  
Texas Roadhouse, Inc.:

We have audited the accompanying consolidated balance sheets of Texas Roadhouse, Inc. and subsidiaries (the "Company") as of December 29, 2015 and December 30, 2014, and the related consolidated statements of income and comprehensive income, stockholders' equity, and cash flows for each of the years in the three-year period ended December 29, 2015. These consolidated financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Texas Roadhouse, Inc. and subsidiaries as of December 29, 2015 and December 30, 2014, and the results of their operations and their cash flows for each of the years in the three-year period ended December 29, 2015, in conformity with U.S. generally accepted accounting principles.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States), Texas Roadhouse, Inc.'s internal control over financial reporting as of December 29, 2015, based on criteria established in *Internal Control—Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and our report dated February 26, 2016 expressed an unqualified opinion on the effectiveness of the Company's internal control over financial reporting.

/s/ KPMG LLP

Louisville, Kentucky  
February 26, 2016

## Report of Independent Registered Public Accounting Firm

The Board of Directors and Stockholders  
Texas Roadhouse, Inc.:

We have audited the internal control over financial reporting of Texas Roadhouse, Inc. as of December 29, 2015 based on criteria established in *Internal Control—Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Texas Roadhouse, Inc.'s management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Management's Report on Internal Control over Financial Reporting appearing under Item 9A. Our responsibility is to express an opinion on Texas Roadhouse Inc.'s internal control over financial reporting based on our audit.

We conducted our audit in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects. Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audit also included performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.

A company's internal control over financial reporting is a process designed 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. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

In our opinion, Texas Roadhouse, Inc. maintained, in all material respects, effective internal control over financial reporting as of December 29, 2015, based on criteria established in *Internal Control—Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States), the consolidated balance sheets of Texas Roadhouse, Inc. and subsidiaries as of December 29, 2015 and December 30, 2014, and the related consolidated statements of income and comprehensive income, stockholders' equity, and cash flows for each of the years in the three-year period ended December 29, 2015, and our report dated February 26, 2016 expressed an unqualified opinion on those consolidated financial statements.

/s/ KPMG LLP

Louisville, Kentucky  
February 26, 2016

**Texas Roadhouse, Inc. and Subsidiaries**  
**Consolidated Balance Sheets**  
(in thousands, except share and per share data)

	December 29, 2015	December 30, 2014
<b>Assets</b>		
Current assets:		
Cash and cash equivalents . . . . .	\$ 59,334	\$ 86,122
Receivables, net of allowance for doubtful accounts of \$6 at December 29, 2015 and \$10 at December 30, 2014 . . . . .	45,421	34,023
Inventories, net . . . . .	15,633	14,256
Prepaid income taxes . . . . .	53	—
Prepaid expenses . . . . .	11,295	10,552
Deferred tax assets, net . . . . .	2,077	2,773
Total current assets . . . . .	<u>133,813</u>	<u>147,726</u>
Property and equipment, net of accumulated depreciation of \$395,886 at December 29, 2015 and \$347,222 at December 30, 2014 . . . . .	751,288	649,637
Goodwill . . . . .	116,571	116,571
Intangible assets, net . . . . .	4,827	6,203
Other assets . . . . .	26,207	23,005
Total assets . . . . .	<u>\$ 1,032,706</u>	<u>\$ 943,142</u>
<b>Liabilities and Stockholders' Equity</b>		
Current liabilities:		
Current maturities of long-term debt . . . . .	\$ 144	\$ 129
Accounts payable . . . . .	50,996	43,585
Deferred revenue-gift cards . . . . .	101,274	79,462
Accrued wages . . . . .	36,233	30,375
Income taxes payable . . . . .	90	1,583
Accrued taxes and licenses . . . . .	18,779	17,592
Dividends payable . . . . .	11,919	10,443
Other accrued liabilities . . . . .	37,207	32,802
Total current liabilities . . . . .	<u>256,642</u>	<u>215,971</u>
Long-term debt, excluding current maturities . . . . .	25,550	50,693
Stock option and other deposits . . . . .	7,041	6,005
Deferred rent . . . . .	31,493	26,964
Deferred tax liabilities, net . . . . .	6,402	6,004
Other liabilities . . . . .	28,396	22,549
Total liabilities . . . . .	355,524	328,186
Texas Roadhouse, Inc. and subsidiaries stockholders' equity:		
Preferred stock (\$0.001 par value, 1,000,000 shares authorized; no shares issued or outstanding) . . . . .	—	—
Common stock (\$0.001 par value, 100,000,000 shares authorized, 70,091,203 and 69,628,781 shares issued and outstanding at December 29, 2015 and December 30, 2014, respectively) . . . . .	70	70
Additional paid-in-capital . . . . .	201,023	189,168
Retained earnings . . . . .	468,678	419,436
Accumulated other comprehensive loss . . . . .	(109)	(782)
Total Texas Roadhouse, Inc. and subsidiaries stockholders' equity . . . . .	<u>669,662</u>	<u>607,892</u>
Noncontrolling interests . . . . .	7,520	7,064
Total equity . . . . .	<u>677,182</u>	<u>614,956</u>
Total liabilities and equity . . . . .	<u>\$ 1,032,706</u>	<u>\$ 943,142</u>

See accompanying notes to Consolidated Financial Statements.

**Texas Roadhouse, Inc. and Subsidiaries**

**Consolidated Statements of Income and Comprehensive Income**

(in thousands, except per share data)

	Fiscal Year Ended		
	December 29, 2015	December 30, 2014	December 31, 2013
Revenue:			
Restaurant sales . . . . .	\$ 1,791,446	\$ 1,568,556	\$ 1,410,118
Franchise royalties and fees . . . . .	15,922	13,592	12,467
Total revenue . . . . .	<u>1,807,368</u>	<u>1,582,148</u>	<u>1,422,585</u>
Costs and expenses:			
Restaurant operating costs (excluding depreciation and amortization shown separately below):			
Cost of sales . . . . .	644,001	553,144	492,306
Labor . . . . .	524,203	459,119	411,394
Rent . . . . .	37,183	33,174	28,978
Other operating . . . . .	275,296	246,339	224,882
Pre-opening . . . . .	19,116	18,452	17,891
Depreciation and amortization . . . . .	69,694	59,179	51,562
Impairment and closure . . . . .	974	636	399
Gain on sale of other concept . . . . .	—	—	(1,800)
General and administrative . . . . .	92,336	81,656	77,258
Total costs and expenses . . . . .	<u>1,662,803</u>	<u>1,451,699</u>	<u>1,302,870</u>
Income from operations . . . . .	144,565	130,449	119,715
Interest expense, net . . . . .	1,959	2,084	2,201
Equity income from investments in unconsolidated affiliates . . . . .	(1,641)	(1,602)	(713)
Income before taxes . . . . .	\$ 144,247	\$ 129,967	\$ 118,227
Provision for income taxes . . . . .	42,986	38,990	34,140
Net income including noncontrolling interests . . . . .	\$ 101,261	\$ 90,977	\$ 84,087
Less: Net income attributable to noncontrolling interests . . . . .	4,367	3,955	3,664
Net income attributable to Texas Roadhouse, Inc. and subsidiaries . . . . .	<u>\$ 96,894</u>	<u>\$ 87,022</u>	<u>\$ 80,423</u>
Other comprehensive income (expense), net of tax:			
Unrealized gain on derivatives, net of tax of \$513, \$513 and \$511, respectively . . . . .	817	808	809
Foreign currency translation adjustment, net of tax of (\$91), \$39 and \$-, respectively . . . . .	(144)	62	—
Total other comprehensive income, net of tax . . . . .	673	870	809
Total comprehensive income . . . . .	<u>\$ 97,567</u>	<u>\$ 87,892</u>	<u>\$ 81,232</u>
Net income per common share attributable to Texas Roadhouse, Inc. and subsidiaries:			
Basic . . . . .	<u>\$ 1.38</u>	<u>\$ 1.25</u>	<u>\$ 1.15</u>
Diluted . . . . .	<u>\$ 1.37</u>	<u>\$ 1.23</u>	<u>\$ 1.13</u>
Weighted average shares outstanding:			
Basic . . . . .	<u>70,032</u>	<u>69,719</u>	<u>70,089</u>
Diluted . . . . .	<u>70,747</u>	<u>70,608</u>	<u>71,362</u>
Cash dividends declared per share . . . . .	<u>\$ 0.68</u>	<u>\$ 0.60</u>	<u>\$ 0.48</u>

See accompanying notes to Consolidated Financial Statements.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Consolidated Statements of Stockholders' Equity**  
(tabular amounts in thousands, except share data)

	Shares	Par Value	Additional Paid-in-Capital	Retained Earnings	Accumulated Other Comprehensive Loss	Total Texas Roadhouse, Inc. and Subsidiaries	Noncontrolling Interests	Total
Balance, December 25, 2012. . . . .	68,977,045	\$ 69	\$ 199,967	\$ 327,509	\$ (2,461)	\$ 525,084	\$ 5,653	\$ 530,737
Net income. . . . .	—	—	—	80,423	—	80,423	3,664	84,087
Other comprehensive income . . . . .	—	—	—	—	809	809	—	809
Distributions to noncontrolling interests . . . . .	—	—	—	—	—	—	(3,116)	(3,116)
Noncontrolling interests liquidation adjustments . . . . .	—	—	36	—	—	36	—	36
Dividends declared and paid (\$0.48 per share). . . . .	—	—	—	(33,742)	—	(33,742)	—	(33,742)
Shares issued under share-based compensation plans including tax effects . . . . .	2,165,391	2	20,026	—	—	20,028	—	20,028
Repurchase of shares of common stock . . . . .	(461,600)	(1)	(12,760)	—	—	(12,761)	—	(12,761)
Indirect repurchase of shares for minimum tax withholdings . . . . .	(328,579)	—	(6,958)	—	—	(6,958)	—	(6,958)
Share-based compensation . . . . .	—	—	14,740	—	—	14,740	—	14,740
Balance, December 31, 2013. . . . .	70,352,257	\$ 70	\$ 215,051	\$ 374,190	\$ (1,652)	\$ 587,659	\$ 6,201	\$ 593,860
Net income. . . . .	—	—	—	87,022	—	87,022	3,955	90,977
Other comprehensive income . . . . .	—	—	—	—	870	870	—	870
Noncontrolling interests contribution . . . . .	—	—	—	—	—	—	764	764
Distributions to noncontrolling interests . . . . .	—	—	—	—	—	—	(3,856)	(3,856)
Noncontrolling interests liquidation adjustments . . . . .	—	—	25	—	—	25	—	25
Noncontrolling interest acquisition . . . . .	—	—	(653)	—	—	(653)	—	(653)
Dividends declared and paid (\$0.45 per share). . . . .	—	—	—	(31,333)	—	(31,333)	—	(31,333)
Dividends declared (\$0.15 per share) . . . . .	—	—	—	(10,443)	—	(10,443)	—	(10,443)
Shares issued under share-based compensation plans including tax effects . . . . .	1,169,181	2	8,163	—	—	8,165	—	8,165
Issuance of shares for franchise acquisition . . . . .	40,699	—	1,284	—	—	1,284	—	1,284
Repurchase of shares of common stock . . . . .	(1,675,000)	(2)	(42,742)	—	—	(42,744)	—	(42,744)
Indirect repurchase of shares for minimum tax withholdings . . . . .	(258,356)	—	(6,843)	—	—	(6,843)	—	(6,843)
Share-based compensation . . . . .	—	—	14,883	—	—	14,883	—	14,883
Balance, December 30, 2014. . . . .	69,628,781	\$ 70	\$ 189,168	\$ 419,436	\$ (782)	\$ 607,892	\$ 7,064	\$ 614,956
Net income. . . . .	—	—	—	96,894	—	96,894	4,367	101,261
Other comprehensive income . . . . .	—	—	—	—	673	673	—	673
Distributions to noncontrolling interests . . . . .	—	—	—	—	—	—	(3,911)	(3,911)
Noncontrolling interests liquidation adjustments . . . . .	—	—	22	—	—	22	—	22
Dividends declared and paid (\$0.51 per share). . . . .	—	—	—	(35,733)	—	(35,733)	—	(35,733)
Dividends declared (\$0.17 per share) . . . . .	—	—	—	(11,919)	—	(11,919)	—	(11,919)
Shares issued under share-based compensation plans including tax effects . . . . .	1,030,184	1	8,976	—	—	8,977	—	8,977
Repurchase of shares of common stock . . . . .	(321,789)	(1)	(11,396)	—	—	(11,397)	—	(11,397)
Indirect repurchase of shares for minimum tax withholdings . . . . .	(245,973)	—	(8,572)	—	—	(8,572)	—	(8,572)
Share-based compensation . . . . .	—	—	22,825	—	—	22,825	—	22,825
Balance, December 29, 2015. . . . .	<u>70,091,203</u>	<u>\$ 70</u>	<u>\$ 201,023</u>	<u>\$ 468,678</u>	<u>\$ (109)</u>	<u>\$ 669,662</u>	<u>\$ 7,520</u>	<u>\$ 677,182</u>

See accompanying notes to Consolidated Financial Statements.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Consolidated Statements of Cash Flows**  
(in thousands)

	December 29, 2015	December 30, 2014	December 31, 2013
<b>Cash flows from operating activities:</b>			
Net income including noncontrolling interests . . . . .	\$ 101,261	\$ 90,977	\$ 84,087
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization . . . . .	69,694	59,179	51,562
Deferred income taxes . . . . .	411	(480)	(947)
Loss on disposition of assets . . . . .	5,455	4,987	3,794
Gain on sale of other concept . . . . .	—	—	(1,800)
Impairment and closure costs . . . . .	974	626	278
Equity income from investments in unconsolidated affiliates . . . . .	(1,641)	(1,602)	(713)
Distributions of income received from investments in unconsolidated affiliates . . . . .	502	541	444
Provision for doubtful accounts . . . . .	(4)	6	86
Share-based compensation expense . . . . .	22,825	14,883	14,740
Changes in operating working capital:			
Receivables . . . . .	(11,395)	(8,634)	(9,063)
Inventories . . . . .	(1,377)	(2,278)	(1,057)
Prepaid expenses . . . . .	(743)	(277)	(3,066)
Other assets . . . . .	(2,276)	(1,231)	(4,720)
Accounts payable . . . . .	7,611	5,366	5,712
Deferred revenue—gift cards . . . . .	21,812	16,660	9,555
Accrued wages . . . . .	5,858	1,381	3,964
Excess tax benefits from share-based compensation . . . . .	(4,540)	(2,885)	(4,887)
Prepaid income taxes and income taxes payable . . . . .	2,994	5,128	7,931
Accrued taxes and licenses . . . . .	1,187	158	4,088
Other accrued liabilities . . . . .	1,991	4,905	5,891
Deferred rent . . . . .	4,529	3,222	3,453
Other liabilities . . . . .	2,813	1,081	4,504
Net cash provided by operating activities . . . . .	<u>227,941</u>	<u>191,713</u>	<u>173,836</u>
<b>Cash flows from investing activities:</b>			
Capital expenditures—property and equipment . . . . .	(173,475)	(125,445)	(111,478)
Investment in unconsolidated affiliates . . . . .	—	—	(1,180)
Proceeds from sale of other concept, net . . . . .	—	—	1,387
Proceeds from sale of property and equipment, including insurance proceeds . . . . .	272	1,205	23
Net cash used in investing activities . . . . .	<u>(173,203)</u>	<u>(124,240)</u>	<u>(111,248)</u>
<b>Cash flows from financing activities:</b>			
Repayments of revolving credit facility . . . . .	(25,000)	—	—
Proceeds from financing lease obligation . . . . .	3,000	—	—
Repurchase of shares of common stock . . . . .	(11,397)	(42,744)	(12,761)
Proceeds from noncontrolling interest contributions and other . . . . .	—	764	—
Payment of debt assumed, net of cash acquired, in acquisition of noncontrolling interest . . . . .	—	(1,050)	—
Distributions to noncontrolling interest holders . . . . .	(3,911)	(3,856)	(3,116)
Excess tax benefits from share-based compensation . . . . .	4,540	2,885	4,887
Proceeds from stock option and other deposits, net . . . . .	1,422	1,083	593
Indirect repurchase of shares for minimum tax withholdings . . . . .	(8,572)	(6,843)	(6,958)
Principal payments on long-term debt and capital lease obligations . . . . .	(128)	(411)	(369)
Proceeds from exercise of stock options . . . . .	4,696	5,280	15,141
Dividends paid to shareholders . . . . .	(46,176)	(31,333)	(46,877)
Net cash used in financing activities . . . . .	<u>(81,526)</u>	<u>(76,225)</u>	<u>(49,460)</u>
Net (decrease) increase in cash and cash equivalents . . . . .	<u>(26,788)</u>	<u>(8,752)</u>	<u>13,128</u>
Cash and cash equivalents—beginning of year . . . . .	86,122	94,874	81,746
Cash and cash equivalents—end of year . . . . .	<u>\$ 59,334</u>	<u>\$ 86,122</u>	<u>\$ 94,874</u>
<b>Supplemental disclosures of cash flow information:</b>			
Interest paid, net of amounts capitalized . . . . .	\$ 2,321	\$ 2,374	\$ 2,400
Income taxes paid . . . . .	\$ 39,581	\$ 34,342	\$ 27,156
Capital expenditures included in current liabilities . . . . .	\$ 3,726	\$ 1,115	\$ 1,383
<b>Supplemental schedule of noncash financing activities:</b>			
Stock acquisition of noncontrolling interest in franchise restaurant . . . . .	\$ —	1,284	—

See accompanying notes to Consolidated Financial Statements.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

**(1) Description of Business**

The accompanying Consolidated Financial Statements include the accounts of Texas Roadhouse, Inc. ("TRI"), our wholly-owned subsidiaries and subsidiaries in which we own more than a 50 percent interest (collectively, the "Company," "we," "our" and/or "us") as of and for the 52 weeks ended December 29, 2015 and December 30, 2014.

As of December 29, 2015, we owned and operated 401 restaurants and franchised an additional 82 restaurants in 49 states and four foreign countries. Of the 401 company-owned restaurants that were operating at December 29, 2015, 385 were wholly-owned and 16 were majority-owned.

As of December 30, 2014, we owned and operated 372 restaurants and franchised an additional 79 restaurants in 49 states and four foreign countries. Of the 372 company-owned restaurants that were operating at December 30, 2014, 356 were wholly-owned and 16 were majority-owned.

**(2) Summary of Significant Accounting Policies**

***(a) Principles of Consolidation***

As of December 29, 2015 and December 30, 2014, we owned a 5.0% to 10.0% equity interest in 24 and 23 restaurants, respectively. Additionally, as of December 29, 2015 and December 30, 2014, we owned a 40% equity interest in four non-Texas Roadhouse restaurants as part of a joint venture agreement with a casual dining restaurant operator in China. The unconsolidated restaurants are accounted for using the equity method. While we exercise significant control over these Texas Roadhouse franchise restaurants, we do not consolidate their financial position, results of operations or cash flows as it is immaterial to our consolidated financial position, results of operations and/or cash flows. Our investments in these unconsolidated affiliates are included in Other assets in our consolidated balance sheets, and we record our percentage share of net income earned by these unconsolidated affiliates in our consolidated statements of income and comprehensive income under Equity income from investments in unconsolidated affiliates. All significant intercompany balances and transactions for these unconsolidated restaurants as well as the entities whose accounts have been consolidated have been eliminated.

***(b) Fiscal Year***

We utilize a 52 or 53 week accounting period that ends on the last Tuesday in December. We utilize a 13 week accounting period for quarterly reporting purposes, except in years containing 53 weeks when the fourth quarter contains 14 weeks. Fiscal years 2015 and 2014 were 52 weeks in length. Fiscal year 2013 was 53 weeks in length. In fiscal 2013, the 53rd week added approximately \$32.0 million to restaurant sales and total revenues and an estimated \$0.03 to \$0.04 to diluted earnings per share in our consolidated statements of income and comprehensive income.

***(c) Cash and Cash Equivalents***

We consider all highly liquid debt instruments with original maturities of three months or less to be cash equivalents. Book overdrafts are recorded in accounts payable and are included within operating cash flows. Cash and cash equivalents also included receivables from credit card companies, which amounted to \$7.7 million and \$7.0 million at December 29, 2015 and December 30, 2014, respectively, because the balances are settled within two to three business days.

***(d) Receivables***

Receivables consist principally of amounts due from retail gift card providers, certain franchise restaurants for reimbursement of labor costs, pre-opening and other expenses, and franchise restaurants for royalty fees.

Receivables are recorded at the invoiced amount and do not bear interest. The allowance for doubtful accounts is our best estimate of the amount of probable credit losses in our existing accounts receivable. We determine the allowance based on historical write-off experience. We review our allowance for doubtful accounts quarterly. Past due balances over 120 days and a specified amount are reviewed individually for collectability. Account balances are charged off against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote.



**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

***(e) Inventories***

Inventories, consisting principally of food, beverages and supplies, are valued at the lower of cost (first-in, first-out) or market.

***(f) Pre-opening Expenses***

Pre-opening expenses are charged to operations as incurred. These costs include opening team and training compensation and benefits, travel expenses, rent, food, beverage and other initial supplies and expenses incurred prior to a restaurant opening for business.

***(g) Property and Equipment***

Property and equipment are stated at cost. Expenditures for major renewals and betterments are capitalized while expenditures for maintenance and repairs are expensed as incurred. Depreciation is computed on property and equipment, including assets located on leased properties, over the shorter of the estimated useful lives of the related assets or the underlying lease term using the straight-line method. In some cases, assets on leased properties are depreciated over a period of time which includes both the initial term of the lease and one or more option periods. See note 2(p) for further discussion of leases and leasehold improvements.

The estimated useful lives are:

Land improvements . . . . .	10 - 25 years
Buildings and leasehold improvements. . . . .	10 - 25 years
Equipment and smallwares. . . . .	3 - 10 years
Furniture and fixtures . . . . .	3 - 10 years

The cost of purchasing transferable liquor licenses through open markets in jurisdictions with a limited number of authorized liquor licenses are capitalized as indefinite-lived assets and included in Property and equipment, net.

Repairs and maintenance expense amounted to \$20.6 million, \$17.9 million and \$15.9 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively. These costs are included in other operating costs in our consolidated statements of income and comprehensive income.

***(h) Impairment of Goodwill***

Goodwill represents the excess of cost over fair value of assets of businesses acquired. In accordance with the provisions of Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 350, Intangibles – Goodwill and Other ("ASC 350"), we perform tests to assess potential impairments at the end of each fiscal year or during the year if an event or other circumstance indicates that goodwill may be impaired. Our assessment is performed at the reporting unit level, which is at the individual restaurant level. In the first step of the review process, we compare the estimated fair value of the restaurant with its carrying value, including goodwill. If the estimated fair value of the restaurant exceeds its carrying amount, no further analysis is needed. If the estimated fair value of the restaurant is less than its carrying amount, the second step of the review process requires the calculation of the implied fair value of the goodwill by allocating the estimated fair value of the restaurant to all of the assets and liabilities of the restaurant as if it had been acquired in a business combination. If the carrying value of the goodwill associated with the restaurant exceeds the implied fair value of the goodwill, an impairment loss is recognized for that excess amount.

The valuation approaches used to determine fair value are subject to key judgments and assumptions that are sensitive to change such as judgments and assumptions about appropriate revenue growth rates, operating margins, weighted average cost of capital and comparable company and acquisition market multiples. In estimating the fair value using the capitalization of earnings method or discounted cash flows, we consider the period of time the restaurant has been open, the trend of operations over such period and future periods, expectations of future sales growth and terminal value. Assumptions about important factors such as the trend of future operations and sales growth are limited to those that are supportable based upon the plans for the restaurant and actual results at comparable restaurants. When

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

developing these key judgments and assumptions, we consider economic, operational and market conditions that could impact fair value. The judgments and assumptions used are consistent with what we believe hypothetical market participants would use. However, estimates are inherently uncertain and represent only our reasonable expectations regarding future developments. If the estimates used in performing the impairment test prove inaccurate, the fair value of the restaurants may ultimately prove to be significantly lower, thereby causing the carrying value to exceed the fair value and indicating impairment has occurred.

In both 2015 and 2013, as a result of our annual goodwill impairment analysis, we determined that there was no goodwill impairment. In 2014, as a result of our annual goodwill impairment analyses, we recorded goodwill impairment charges of \$0.6 million, as discussed further in note 15. Refer to note 6 for additional information related to goodwill and intangible assets.

**(i) Other Assets**

Other assets consist primarily of deferred compensation plan assets, investments in foreign operations, deposits and costs related to the issuance of debt. The debt issuance costs are being amortized to interest expense over the term of the related debt. For further discussion of the deferred compensation plan, see note 14.

**(j) Impairment or Disposal of Long-lived Assets**

In accordance with ASC 360-10-05, *Property, Plant and Equipment*, long-lived assets related to each restaurant to be held and used in the business, such as property and equipment and intangible assets subject to amortization, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of a restaurant may not be recoverable. When we evaluate restaurants, cash flows are the primary indicator of impairment. Recoverability of assets to be held and used is measured by a comparison of the carrying amount of the restaurant to estimated undiscounted future cash flows expected to be generated by the restaurant. Under our policies, trailing 12-month cash flow results below \$300,000 at the individual restaurant level signals potential impairment. In our evaluation of restaurants that do not meet the cash flow threshold, we estimate future undiscounted cash flows from operating the restaurant over its estimated useful life, which can be for a period of over 20 years. In the estimation of future cash flows, we consider the period of time the restaurant has been open, the trend of operations over such period and future periods and expectations of future sales growth. Assumptions about important factors such as the trend of future operations and sales growth are limited to those that are supportable based upon the plans for the restaurant and actual results at comparable restaurants. If the carrying amount of the restaurant exceeds its estimated undiscounted future cash flows, an impairment charge is recognized by the amount by which the carrying amount exceeds the fair value of the assets. We generally measure fair value by independent third party appraisal or discounting estimated future cash flows. When fair value is measured by discounting estimated future cash flows, the assumptions used are consistent with what we believe hypothetical market participants would use. We also use a discount rate that is commensurate with the risk inherent in the projected cash flows. The adjusted carrying amounts of assets to be held and used are depreciated over their remaining useful life. In both 2015 and 2014, as a result of our impairment analysis, we determined that there was no impairment. In 2013, we recorded \$0.2 million of impairment related to one previously closed restaurant. For further discussion regarding closures and impairments recorded in 2015, 2014 and 2013, including the impairments of goodwill and other long-lived assets, refer to note 15.

**(k) Insurance Reserves**

We self-insure a significant portion of expected losses under our workers compensation, general liability, employment practices liability, property insurance and employee healthcare programs. We purchase insurance for individual claims that exceed the retention amounts listed below:

Employment practices liability/Class Action . . . . .	\$250,000 / \$2,000,000
Workers compensation . . . . .	\$350,000
General liability . . . . .	\$250,000
Employee healthcare . . . . .	\$250,000

In addition, we purchase property insurance for claims that exceed \$50,000 after an aggregate deductible of \$250,000.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

We record a liability for unresolved claims and for an estimate of incurred but not reported claims based on estimates provided by management, a third party administrator and/or actuary. The estimated liability is based on a number of assumptions and factors regarding economic conditions, the frequency and severity of claims and claim development history and settlement practices. Our assumptions are reviewed, monitored, and adjusted when warranted by changing circumstances.

***(l) Segment Reporting***

We consider our restaurant and franchising operations as similar and have aggregated them into a single reportable segment. The majority of the restaurants operate in the U.S. within the casual dining segment of the restaurant industry, providing similar products to similar customers. The restaurants also possess similar pricing structures, resulting in similar long-term expected financial performance characteristics. As of December 29, 2015, we operated 401 restaurants, each as a single operating segment, and franchised an additional 82 restaurants. Revenue from external customers is derived principally from food and beverage sales. We do not rely on any major customers as a source of revenue.

***(m) Revenue Recognition***

Revenue from restaurant sales is recognized when food and beverage products are sold. Deferred revenue primarily represents our liability for gift cards that have been sold, but not yet redeemed. When the gift cards are redeemed, we recognize restaurant sales and reduce deferred revenue.

For some of the gift cards that were sold, the likelihood of redemption is remote. When the likelihood of a gift card's redemption is determined to be remote, we record a breakage adjustment and reduce deferred revenue by the amount never expected to be redeemed. We use historic gift card redemption patterns to determine when the likelihood of a gift card's redemption becomes remote and have determined that approximately 4% of the value of the gift cards sold by our company and our third party retailers will never be redeemed. The methodology we use to match the expected redemption value of unredeemed gift cards to our historic redemption patterns is to amortize the historic breakage rates over a three year period. As a result, the amount of unredeemed gift card liability included in deferred revenue is the full value of unredeemed gift cards less the amortized portion of the breakage rates. We recorded our gift card breakage adjustment as a reduction of other operating expense in our consolidated statements of income and comprehensive income. We review and adjust our estimates on a semi-annual basis.

We franchise Texas Roadhouse restaurants. We execute franchise agreements for each franchise restaurant which sets out the terms of our arrangement with the franchisee. Our franchise agreements typically require the franchisee to pay an initial, non-refundable fee and continuing fees based upon a percentage of sales. Subject to our approval and payment of a renewal fee, a franchisee may generally renew the franchise agreement upon its expiration. We collect ongoing royalties of 2.0% to 4.0% of sales from our domestic franchisees, along with royalties paid to us by our international franchisees. These ongoing royalties are reflected in the accompanying consolidated statements of income and comprehensive income as franchise royalties and fees. We recognize initial franchise fees as franchise royalties and fees after performing substantially all initial services or conditions required by the franchise agreement, which is generally upon the opening of a restaurant. We received initial franchise fees of \$0.3 million, \$0.6 million and \$0.1 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively. Continuing franchise royalties are recognized as revenue as the fees are earned. We also enter into area development agreements for the development of international Texas Roadhouse restaurants. Upfront fees from development agreements are deferred and recognized as franchise royalties and fees on a pro-rata basis as restaurants under the development agreement are opened. We also perform supervisory and administrative services for certain franchise restaurants for which we receive management fees, which are recognized as the services are performed. Revenue from supervisory and administrative services is recorded as a reduction of general and administrative expenses in the accompanying consolidated statements of income and comprehensive income. Total revenue from supervisory and administrative services recorded for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 was approximately \$0.9 million, \$0.9 million and \$0.7 million, respectively.

Sales taxes collected from customers and remitted to governmental authorities are accounted for on a net basis and therefore are excluded from revenue in the consolidated statements of income and comprehensive income.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

***(n) Income Taxes***

We account for income taxes in accordance with ASC 740, *Income Taxes*, under which deferred assets and liabilities are recognized based upon anticipated future tax consequences attributable to differences between financial statement carrying values of assets and liabilities and their respective tax bases. We recognize both interest and penalties on unrecognized tax benefits as part of income tax expense. A valuation allowance is established to reduce the carrying value of deferred tax assets if it is considered more likely than not that such assets will not be realized. Any change in the valuation allowance would be charged to income in the period such determination was made.

***(o) Advertising***

We have a domestic system-wide marketing and advertising fund. We maintain control of the marketing and advertising fund and, as such, have consolidated the fund's activity for the years ended December 29, 2015, December 30, 2014 and December 31, 2013. Domestic company and franchise restaurants are required to remit a designated portion of sales, currently 0.3%, to the advertising fund. These reimbursements do not exceed the costs incurred by the advertising fund throughout the year associated with various marketing programs which are developed internally by us. Therefore, the net amount of the advertising costs incurred less amounts remitted by company and franchise restaurants is included in general and administrative expense in our consolidated statements of income and comprehensive income.

Other costs related to local restaurant area marketing initiatives are included in other operating costs in our consolidated statements of income and comprehensive income. These costs and the company-owned restaurant contribution amounted to approximately \$11.7 million, \$10.8 million and \$10.1 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively.

***(p) Leases and Leasehold Improvements***

We lease land and buildings for the majority of our restaurants under non-cancelable lease agreements. Our land and/or building leases typically have initial terms ranging from 10 to 15 years, and certain renewal options for one or more five-year periods. We account for leases in accordance with ASC 840, *Leases*, and other related authoritative guidance. When determining the lease term, we include option periods for which failure to renew the lease imposes a penalty on us in such an amount that renewal appears, at the inception of the lease, to be reasonably assured. The primary penalty to which we are subject is the economic detriment associated with the existence of leasehold improvements which might become impaired if we choose not to continue the use of the leased property.

Certain of our operating leases contain predetermined fixed escalations of the minimum rent during the original term of the lease. For these leases, we recognize the related rent expense on a straight-line basis over the lease term and record the difference between the amounts charged to operations and amounts paid as deferred rent. We generally do not receive rent concessions or leasehold improvement incentives upon opening a restaurant that is subject to a lease. We may receive rent holidays, which would begin on the possession date and end when the lease commences, during which no cash rent payments are typically due under the terms of the lease. Rent holidays are included in the lease term when determining straight-line rent expense.

Additionally, certain of our operating leases contain clauses that provide for additional contingent rent based on a percentage of sales greater than certain specified target amounts. We recognize contingent rent expense prior to the achievement of the specified target that triggers the contingent rent, provided achievement of the target is considered probable. This may result in some variability in rent expense as a percentage of sales over the term of the lease in restaurants where we pay contingent rent.

The judgment regarding the probable term for each restaurant property lease impacts the classification and accounting for a lease as capital or operating, the rent holiday and/or escalation in payments that are taken into consideration when calculating straight-line rent and the term over which leasehold improvements for each restaurant are amortized. The material factor we consider when making this judgment is the total amount invested in the restaurant at the inception of the lease and whether management believes that renewal appears reasonably assured. While a different term may produce materially different amounts of depreciation, amortization and rent expense than reported, our historical lease renewal rates support the judgments made. We have not made any changes to the nature of the assumptions used to account for leases in any of the fiscal years presented in our consolidated financial statements.

**Texas Roadhouse, Inc. and Subsidiaries**  
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Sale leasebacks are transactions through which assets (such as restaurant properties) are sold at fair value and subsequently leased back. The resulting leases generally qualify and are accounted for as operating leases. Financing leases are generally the product of a sale leaseback transaction that does not meet the criteria for sale leaseback accounting. The result of a financing lease is the retention of the "sold" assets within land, building and equipment with a financing lease obligation equal to the amount of proceeds received recorded as a component of other liabilities on our consolidated balance sheets.

***(q) Use of Estimates***

We have made a number of estimates and assumptions relating to the reporting of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reporting of revenue and expenses during the period to prepare these consolidated financial statements in conformity with generally accepted accounting principles ("GAAP"). Significant items subject to such estimates and assumptions include the carrying amount of property and equipment, goodwill, obligations related to insurance reserves, leases and leasehold improvements and income taxes. Actual results could differ from those estimates.

***(r) Comprehensive Income***

ASC 220, *Comprehensive Income*, establishes standards for reporting and the presentation of comprehensive income and its components in a full set of financial statements. Comprehensive income consists of net income and other comprehensive income (loss) items that are excluded from net income under GAAP in the United States. Other comprehensive income (loss) consists of the effective unrealized portion of changes in fair value of cash flow hedges and foreign currency translation adjustments. The foreign currency translation adjustment included in comprehensive income on the consolidated statements of income and comprehensive income represents the unrealized impact of translating the financial statements of our foreign investment. This amount is not included in net income and would only be realized upon the disposition of the business.

***(s) Fair Value of Financial Instruments***

Fair value is defined as the price that we would receive to sell an asset or pay to transfer a liability in an orderly transaction between market participants on the measurement date. We use a three-tier fair value hierarchy based upon observable and non-observable inputs that prioritizes the information used to develop our assumptions regarding fair value. Fair value measurements are separately disclosed by level within the fair value hierarchy.

***(t) Derivative Instruments and Hedging Activities***

We do not use derivative instruments for trading purposes. Currently, our only free standing derivative instrument is one interest rate swap agreement.

We account for derivatives and hedging activities in accordance with ASC 815, *Derivatives and Hedging*, which requires that all derivative instruments be recorded on the consolidated balance sheet at their respective fair values. The accounting for changes in the fair value of a derivative instrument is dependent upon whether the derivative has been designated and qualifies as part of a hedging relationship. Our current derivative has been designated and qualifies as a cash flow hedge. For derivative instruments that are designated and qualify as a cash flow hedge, the effective portion of the gain or loss on the derivative instrument is reported as a component of other comprehensive income (loss) and reclassified into earnings in the same period or periods during which the hedged transactions affect earnings. There was no hedge ineffectiveness recognized during the years ended December 29, 2015, December 30, 2014 and December 31, 2013.

***(u) Reclassifications***

Certain prior year amounts have been reclassified in our consolidated financial statements to conform with current year presentation.

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**(v) Recent Accounting Pronouncements**

***Revenue Recognition***  
***(Accounting Standards Update 2014-09, "ASU 2014-09")***

In May 2014, the FASB issued ASU 2014-09, *Revenue from Contracts with Customers*, which requires an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The ASU will replace most existing revenue recognition guidance in GAAP when it becomes effective. In July 2015, the FASB approved a one-year deferral of the effective date of the new revenue standard. ASU 2014-09 is now effective for fiscal years beginning on or after December 15, 2017 (our 2018 fiscal year), including interim periods within those annual periods, with early adoption permitted in the first quarter of 2017. The standard permits the use of either the retrospective or cumulative effect transition method. The standard will not impact our recognition of revenue from company-owned restaurants or our recognition of continuing fees from franchisees, which are based on a percentage of franchise sales. We are continuing to evaluate the impact the adoption of this standard will have on the recognition of other less significant revenue transactions such as initial fees from franchisees.

***Consolidation***  
***(Accounting Standards Update 2015-02, "ASU 2015-02")***

In February 2015, the FASB issued ASU 2015-02, *Consolidation: Amendments to the Consolidation Analysis*, which changes the analysis that a reporting entity must perform to determine whether it should consolidate certain types of legal entities. ASU 2015-02 is effective for annual and interim periods beginning after December 15, 2015 (our 2016 fiscal year). A reporting entity may apply the amendments using a modified retrospective approach or a full retrospective application. The adoption of this guidance is not expected to have an impact on our consolidated financial position, results of operations or cash flows.

***Software Licenses***  
***(Accounting Standards Update 2015-05, "ASU 2015-05")***

In April 2015, the FASB issued ASU 2015-05, *Customer's Accounting for Fees Paid in a Cloud Computing Arrangement*, which provides guidance about whether a cloud computing arrangement includes a software license. ASU 2015-05 is effective for annual and interim periods beginning after December 15, 2015 (our 2016 fiscal year). The adoption of this guidance is not expected to have an impact on our consolidated financial position, results of operations or cash flows.

***Inventory***  
***(Accounting Standards Update 2015-11, "ASU 2015-11")***

In July 2015, the FASB issued ASU 2015-11, *Inventory*, which simplifies the measurement principle of inventories valued under the First-In, First-Out ("FIFO") or weighted average methods from the lower of cost or market to the lower of cost and net realizable value. ASU 2015-11 is effective for reporting periods beginning after December 15, 2016 (our 2017 fiscal year) including interim periods within those annual periods. We do not expect the standard to have a material impact on our consolidated financial position, results of operations or cash flows upon adoption.

***Deferred Taxes***  
***(Accounting Standards Update 2015-17, "ASU 2015-17")***

In November 2015, the FASB issued ASU 2015-17, *Balance Sheet Classification of Deferred Taxes*, which requires that deferred tax assets and liabilities be classified as noncurrent on the consolidated balance sheet. ASU 2015-17 is effective for annual periods beginning after December 15, 2016 (our 2017 fiscal year), including interim periods within those annual periods. Early adoption is permitted as of the beginning of an interim or annual reporting period. Upon adoption, ASU 2015-17 may be applied either prospectively or retrospectively. We do not expect the adoption of this guidance to have a material impact on our consolidated financial position, results of operations or cash flows.

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**(3) Acquisitions**

On November 26, 2014, we acquired the remaining ownership interests in a franchise restaurant owned in part by us and certain officers or stockholders of the Company. Prior to the acquisition, we owned 5% of the franchise restaurant which we accounted for using the equity method. While we exercised significant control over the acquired restaurant prior to our acquisition of the remaining ownership interests, we did not consolidate their financial position, results of operations and/or cash flows nor recognize the noncontrolling interests as it was not material to our consolidated financial position, results of operations and /or cash flows. This acquisition is consistent with our long-term strategy to increase net income and earnings per share.

Pursuant to the purchase agreement, we issued 40,699 shares of common stock valued at \$1.3 million in exchange for the remaining ownership interests. The acquisition was accounted for as an equity transaction as defined in ASC 810, *Consolidation – Overall* ("ASC 810"). The difference between the \$1.3 million in consideration paid and the book value of the noncontrolling interest in the unconsolidated affiliate of \$0.7 million was recorded as a debit to equity. In conjunction with this acquisition, we received \$0.2 million of cash and paid off outstanding debt related to the franchise restaurant of \$1.3 million.

**(4) Long-term Debt**

Long-term debt consisted of the following:

	December 29, 2015	December 30, 2014
Installment loan, due 2016 - 2020 .....	\$ 694	\$ 822
Revolver. ....	25,000	50,000
	25,694	50,822
Less current maturities .....	144	129
	<u>\$ 25,550</u>	<u>\$ 50,693</u>

Maturities of long-term debt at December 29, 2015 are as follows:

2016 .....	\$ 144
2017 .....	159
2018 .....	25,177
2019 .....	196
2020 .....	18
Thereafter. ....	—
	<u>\$ 25,694</u>

The weighted average interest rate for installment loans outstanding at both December 29, 2015 and December 30, 2014 was 10.46%. The debt is secured by certain land and buildings and is subject to certain prepayment penalties.

On November 1, 2013, we entered into Omnibus Amendment No. 1 and Consent to Credit Agreement and Guaranty with respect to our revolving credit facility dated as of August 12, 2011 with a syndicate of commercial lenders led by JP Morgan Chase Bank, N.A., PNC Bank, N.A., and Wells Fargo, N.A. The amended revolving credit facility, which has a maturity date of November 1, 2018, remains an unsecured, revolving credit agreement under which we may borrow up to \$200.0 million. The amendment provides us with the option to increase the revolving credit facility by \$200.0 million, up to \$400.0 million, subject to certain limitations.

The terms of the amended revolving credit facility require us to pay interest on outstanding borrowings at the London Interbank Offered Rate ("LIBOR") plus a margin of 0.875% to 1.875%, depending on our leverage ratio, or the Alternate Base Rate, which is the higher of the issuing bank's prime lending rate, the Federal Funds rate plus 0.50% or the Adjusted Eurodollar Rate for a one month interest period on such day plus 1.0%. We are also required to pay a commitment fee of 0.125% to 0.30% per year on any unused portion of the amended revolving credit facility, depending on our leverage ratio. The weighted-average interest rate for the amended revolving credit facility at December 29, 2015 and December 30, 2014 was 3.22% and 3.96%, respectively, including the impact of interest rate swaps. At December

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29, 2015, we had \$25.0 million outstanding under the amended revolving credit facility and \$168.4 million of availability, net of \$6.6 million of outstanding letters of credit.

The lenders' obligation to extend credit under the amended revolving credit facility depends on us maintaining certain financial covenants, including a minimum consolidated fixed charge coverage ratio of 2.00 to 1.00 and a maximum consolidated leverage ratio of 3.00 to 1.00. The amended revolving credit facility permits us to incur additional secured or unsecured indebtedness outside the facility, except for the incurrence of secured indebtedness that in the aggregate exceeds 15% of our consolidated tangible net worth or circumstances where the incurrence of secured or unsecured indebtedness would prevent us from complying with our financial covenants. We were in compliance with all covenants as of December 29, 2015.

On October 22, 2008, we entered into an interest rate swap, starting on November 7, 2008, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a \$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we paid a fixed rate of 3.83% on the \$25.0 million notional amount and received payments from the counterparty based on the one month LIBOR for a term ending on November 7, 2015, effectively resulting in a fixed rate on the LIBOR component of the \$25.0 million notional amount.

On January 7, 2009, we entered into an interest rate swap, starting on February 7, 2009, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We have designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a \$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we pay a fixed rate of 2.34% on the \$25.0 million notional amount and receive payments from the counterparty based on the one month LIBOR rate for a term ending on January 7, 2016, effectively resulting in a fixed rate on the LIBOR component of the \$25.0 million notional amount. Changes in the fair value of the interest rate swap will be reported as a component of accumulated other comprehensive income (loss).

**(5) Property and Equipment, Net**

Property and equipment were as follows:

	<b>December 29, 2015</b>	<b>December 30, 2014</b>
Land and improvements . . . . .	\$ 109,939	\$ 105,055
Buildings and leasehold improvements . . . . .	588,095	519,905
Equipment and smallwares . . . . .	305,580	262,036
Furniture and fixtures . . . . .	93,904	80,637
Construction in progress . . . . .	40,496	20,730
Liquor licenses . . . . .	9,160	8,496
	<u>1,147,174</u>	<u>996,859</u>
Accumulated depreciation and amortization . . . . .	(395,886)	(347,222)
	<u><u>\$ 751,288</u></u>	<u><u>\$ 649,637</u></u>

The amount of interest capitalized in connection with restaurant construction was approximately \$0.7 million, \$0.7 million and \$0.5 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively.



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**(6) Goodwill and Intangible Assets**

The changes in the carrying amount of goodwill and intangible assets are as follows:

	<u>Goodwill</u>	<u>Intangible Assets</u>
Balance as of December 31, 2013 (1) .....	117,197	7,876
Additions .....	—	—
Amortization expense .....	—	(1,673)
Disposals and other, net .....	—	—
Impairment .....	(626)	—
Balance as of December 30, 2014 .....	116,571	6,203
Additions .....	—	—
Amortization expense .....	—	(1,376)
Disposals and other, net .....	—	—
Impairment .....	—	—
Balance as of December 29, 2015 .....	<u>116,571</u>	<u>4,827</u>

(1) Net of \$4.2 million of accumulated goodwill impairment losses.

Intangible assets consist of reacquired franchise rights. The gross carrying amount and accumulated amortization of the intangible assets at December 29, 2015 were \$15.4 million and \$10.5 million, respectively. As of December 30, 2014, the gross carrying amount and accumulated amortization of the intangible assets was \$15.4 million and \$9.2 million. We amortize reacquired franchise rights on a straight-line basis over the remaining term of the franchise operating agreements, which varies by restaurant. Amortization expense for the next five years is expected to range from \$0.4 million to \$1.2 million. In 2014, as a result of our goodwill and/or long-lived impairment analysis, we determined that goodwill related to a certain restaurant was impaired as discussed in note 14.

**(7) Leases**

The following is a schedule of future minimum lease payments required for operating leases that have initial or remaining non-cancellable terms in excess of one year as of December 29, 2015:

	<u>Operating Leases</u>
2016 .....	\$ 37,909
2017 .....	38,397
2018 .....	38,568
2019 .....	38,586
2020 .....	37,549
Thereafter .....	524,380
Total .....	<u>\$ 715,389</u>

Rent expense for operating leases consisted of the following:

	<u>December 29, 2015</u>	<u>December 30, 2014</u>	<u>December 31, 2013</u>
Minimum rent—occupancy .....	\$ 36,104	\$ 32,288	\$ 28,191
Contingent rent .....	1,079	886	787
Rent expense, occupancy .....	37,183	33,174	28,978
Minimum rent—equipment and other ...	3,952	3,724	3,502
Rent expense .....	<u>\$ 41,135</u>	<u>\$ 36,898</u>	<u>\$ 32,480</u>

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**(8) Income Taxes**

Components of our income tax (benefit) and provision for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 are as follows:

	<b>Fiscal Year Ended</b>		
	<b>December 29, 2015</b>	<b>December 30, 2014</b>	<b>December 31, 2013</b>
Current:			
Federal .....	\$ 33,403	\$ 31,176	\$ 28,648
State .....	8,821	7,913	6,439
Foreign .....	351	381	—
Total current .....	42,575	39,470	35,087
Deferred:			
Federal .....	274	(379)	(919)
State .....	137	(101)	(28)
Total deferred .....	411	(480)	(947)
Income tax provision .....	<u>\$ 42,986</u>	<u>\$ 38,990</u>	<u>\$ 34,140</u>

Our pre-tax income is substantially derived from domestic restaurants.

A reconciliation of the statutory federal income tax rate to our effective tax rate for December 29, 2015, December 30, 2014 and December 31, 2013 is as follows:

	<b>December 29, 2015</b>	<b>December 30, 2014</b>	<b>December 31, 2013</b>
Tax at statutory federal rate .....	35.0 %	35.0 %	35.0 %
State and local tax, net of federal benefit .....	3.5	3.5	3.5
FICA tip tax credit .....	(7.2)	(6.9)	(6.5)
Work opportunity tax credit .....	(0.9)	(1.0)	(1.7)
Incentive stock options .....	(0.2)	(0.2)	(0.7)
Nondeductible officer compensation ..	0.1	0.2	0.4
Net income attributable to noncontrolling interests .....	(1.0)	(1.0)	(1.1)
Other .....	0.5	0.4	—
Total .....	<u>29.8 %</u>	<u>30.0 %</u>	<u>28.9 %</u>

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Components of deferred tax assets (liabilities) are as follows:

	December 29, 2015	December 30, 2014
Deferred tax assets:		
Insurance reserves .....	\$ 4,463	\$ 4,577
Other reserves .....	625	715
Deferred rent .....	11,727	9,838
Share-based compensation .....	7,446	5,336
Deferred revenue—gift cards .....	7,707	5,524
Deferred compensation .....	6,749	5,564
Other assets .....	2,933	2,972
Total deferred tax asset .....	<u>41,650</u>	<u>34,526</u>
Deferred tax liabilities:		
Property and equipment .....	(38,541)	(31,682)
Goodwill and intangibles .....	(5,089)	(4,163)
Other liabilities .....	(2,345)	(1,912)
Total deferred tax liability .....	<u>(45,975)</u>	<u>(37,757)</u>
Net deferred tax liability .....	<u>\$ (4,325)</u>	<u>\$ (3,231)</u>
Current deferred tax asset .....	\$ 2,077	\$ 2,773
Noncurrent deferred tax liability .....	(6,402)	(6,004)
Net deferred tax liability .....	<u>\$ (4,325)</u>	<u>\$ (3,231)</u>

We have not provided any valuation allowance as we believe the realization of our deferred tax assets is more likely than not.

A reconciliation of the beginning and ending liability for unrecognized tax benefits, all of which would impact the effective tax rate if recognized, is as follows:

Balance at December 31, 2013 .....	\$ 172
Additions to tax positions related to prior years .....	—
Reductions due to statute expiration .....	(43)
Reductions due to exam settlements .....	(15)
Balance at December 30, 2014 .....	<u>114</u>
Additions to tax positions related to prior years .....	315
Additions to tax positions related to current year .....	85
Reductions due to statute expiration .....	(11)
Reductions due to exam settlement .....	(98)
Balance at December 29, 2015 .....	<u>\$ 405</u>

We recognize both interest and penalties on unrecognized tax benefits as part of income tax expense. As of December 29, 2015 and December 30, 2014, the total amount of accrued penalties and interest related to uncertain tax provisions was not material.

All entities for which unrecognized tax benefits exist as of December 29, 2015 possess a December tax year-end. As a result, as of December 29, 2015, the tax years ended December 25, 2012, December 31, 2013 and December 30, 2014 remain subject to examination by all tax jurisdictions. As of December 29, 2015, no audits were in process by a tax jurisdiction that, if completed during the next twelve months, would be expected to result in a material change to our unrecognized tax benefits. Additionally, as of December 29, 2015, no event occurred that is likely to result in a significant increase or decrease in the unrecognized tax benefits through December 28, 2016.

## (9) Preferred Stock

Our Board of Directors is authorized, without further vote or action by the holders of common stock, to issue from time to time up to an aggregate of 1,000,000 shares of preferred stock in one or more series. Each series of preferred stock will have the number of shares, designations, preferences, voting powers, qualifications and special or relative rights or privileges as shall be determined by the Board of Directors, which may include, but are not limited to, dividend

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rights, voting rights, redemption and sinking fund provisions, liquidation preferences, conversion rights and preemptive rights. There were no shares of preferred stock outstanding at December 29, 2015 and December 30, 2014.

**(10) Stockholders' Equity**

On May 22, 2014, our Board of Directors approved a stock repurchase program under which we may repurchase up to \$100.0 million of our common stock. This stock repurchase program has no expiration date and replaced a previous stock repurchase program which was approved on February 16, 2012. All repurchases to date under our stock repurchase program have been made through open market transactions. The timing and the amount of any repurchases will be determined by management under parameters established by our Board of Directors, based on an evaluation of our stock price, market conditions and other corporate considerations.

For the years ended December 29, 2015, December 30, 2014 and December 31, 2013, we paid approximately \$11.4 million, \$42.7 million and \$12.8 million to repurchase 321,789, 1,675,000 and 461,600 shares of our common stock, respectively.

On November 26, 2014, we issued 40,699 shares of our common stock in exchange for the remaining ownership interests in a franchise restaurant in which we previously owned 5%. See note 3 for further discussion.

**(11) Earnings Per Share**

The share and net income per share data for all periods presented are based on the historical weighted-average shares outstanding. The diluted earnings per share calculations show the effect of the weighted-average stock options, RSUs outstanding and certain performance stock units ("PSUs") from our equity incentive plans as discussed in note 13.

The following table summarizes the options and nonvested stock that were outstanding but not included in the computation of diluted earnings per share because their inclusion would have had an anti-dilutive effect:

	<b>Fiscal Year Ended</b>		
	<b>December 29, 2015</b>	<b>December 30, 2014</b>	<b>December 31, 2013</b>
Nonvested stock .....	1,243	16,740	23,520
Options .....	—	—	—
Total .....	<u>1,243</u>	<u>16,740</u>	<u>23,520</u>

Performance stock units ("PSUs") are not included in the diluted earnings per share calculation until the performance-based criteria have been met. See note 13 for further discussion of PSUs.

The following table sets forth the calculation of earnings per share and weighted average shares outstanding (in thousands) as presented in the accompanying consolidated statements of income and comprehensive income:

	<b>December 29, 2015</b>	<b>December 30, 2014</b>	<b>December 31, 2013</b>
Net income attributable to Texas Roadhouse, Inc. and subsidiaries .....	<u>\$ 96,894</u>	<u>\$ 87,022</u>	<u>\$ 80,423</u>
Basic EPS:			
Weighted-average common shares outstanding .....	70,032	69,719	70,089
Basic EPS .....	<u>\$ 1.38</u>	<u>\$ 1.25</u>	<u>\$ 1.15</u>
Diluted EPS:			
Weighted-average common shares outstanding .....	70,032	69,719	70,089
Dilutive effect of stock options and nonvested stock ..	715	889	1,273
Shares-diluted .....	<u>70,747</u>	<u>70,608</u>	<u>71,362</u>
Diluted EPS .....	<u>\$ 1.37</u>	<u>\$ 1.23</u>	<u>\$ 1.13</u>

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**(12) Commitments and Contingencies**

The estimated cost of completing capital project commitments at December 29, 2015 and December 30, 2014 was approximately \$129.4 million and \$153.2 million, respectively.

Effective December 31, 2013, we sold two restaurants, which operated under the name Aspen Creek, located in Irving, TX and Louisville, KY. We assigned the leases associated with these restaurants to the acquirer, but remain contingently liable under the terms of the leases if the acquirer defaults. We are contingently liable for the initial term of the lease and any renewal periods. The Irving lease has an initial term that expires December 2019, along with three five-year renewals. The Louisville lease has an initial term that expires November 2023, along with three five-year renewals. The assignment of the Louisville lease releases us from liability after the initial lease term expiration contingent upon certain conditions being met by the acquirer.

We entered into real estate lease agreements for five restaurant locations, listed in the table below, before granting franchise rights for those restaurants. We have subsequently assigned the leases to the franchisees, but remain contingently liable if a franchisee defaults, under the terms of the lease.

	Lease Assignment Date	Lease Term Expiration
Everett, Massachusetts(1) .....	September 2002	February 2018
Longmont, Colorado .....	October 2003	May 2019
Montgomeryville, Pennsylvania .....	October 2004	June 2021
Fargo, North Dakota(1) .....	February 2006	July 2021
Logan, Utah .....	January 2009	August 2019

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(1) As discussed in note 17, these restaurants are owned, in whole or part, by certain officers, directors and 5% shareholders of the Company.

We are contingently liable for the initial term of the lease and any renewal periods. All of the leases have three five-year renewals.

As of December 29, 2015 and December 30, 2014, we are contingently liable for \$17.2 million and \$18.0 million, respectively, for the seven leases discussed above. These amounts represent the maximum potential liability of future payments under the guarantees. In the event of default, the indemnity and default clauses in our assignment agreements govern our ability to pursue and recover damages incurred. No material liabilities have been recorded as of December 29, 2015 as the likelihood of default was deemed to be less than probable and the fair value of the guarantees is not considered significant.

During the year ended December 29, 2015, we bought most of our beef from four suppliers. Although there are a limited number of beef suppliers, we believe that other suppliers could provide a similar product on comparable terms. A change in suppliers, however, could cause supply shortages and a possible loss of sales, which would affect operating results adversely. We have no material minimum purchase commitments with our vendors that extend beyond a year.

On September 30, 2011, the U.S. Equal Employment Opportunity Commission ("EEOC") filed a lawsuit styled Equal Employment Opportunity Commission v. Texas Roadhouse, Inc., Texas Roadhouse Holdings LLC, Texas Roadhouse Management Corp. in the United States District Court, District of Massachusetts, Civil Action Number 1:11-cv-11732. The complaint alleges that applicants over the age of 40 were denied employment in our restaurants in bartender, host, server and server assistant positions due to their age. The EEOC is seeking injunctive relief, remedial actions, payment of damages to the applicants and costs. We have filed an answer to the complaint, and the case is in discovery. We deny liability; however, in view of the inherent uncertainties of litigation, the outcome of this case cannot be predicted at this time. We cannot estimate the amount or range of loss, if any, associated with this matter.

Occasionally, we are a defendant in litigation arising in the ordinary course of business, including "slip and fall" accidents, employment related claims and claims from guests or employees alleging illness, injury or food quality, health or operational concerns. In the opinion of management, the ultimate disposition of these matters will not have a material effect on our consolidated financial position, results of operations or cash flows.

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**(13) Share-based Compensation**

On May 16, 2013, our stockholders approved the Texas Roadhouse, Inc. 2013 Long-Term Incentive Plan (the "Plan"). The Plan provides for the granting of incentive and non-qualified stock options to purchase shares of common stock, stock appreciation rights, and full value awards, including restricted stock, restricted stock units ("RSUs"), deferred stock units, performance stock and PSUs. This plan replaced the Texas Roadhouse, Inc. 2004 Equity Incentive Plan.

Beginning in 2008, we changed the method by which we provide share-based compensation to our employees by granting RSUs as a form of share-based compensation. An RSU is the conditional right to receive one share of common stock upon satisfaction of the vesting requirement. An PSU is the conditional right to receive one share of common stock upon meeting a performance obligation along with the satisfaction of the vesting requirement.

The following table summarizes the share-based compensation recorded in the accompanying consolidated statements of income and comprehensive income:

	Fiscal Year Ended		
	December 29, 2015	December 30, 2014	December 31, 2013
Labor expense .....	\$ 5,329	\$ 5,523	\$ 5,439
General and administrative expense .....	17,496	9,360	9,301
Total share-based compensation expense .....	<u>\$ 22,825</u>	<u>\$ 14,883</u>	<u>\$ 14,740</u>

Share-based compensation activity by type of grant as of December 29, 2015 and changes during the period then ended is presented below.

*Summary Details for RSUs*

	Shares	Weighted-Average Grant Date Fair Value	Weighted-Average Remaining Contractual Term (years)	Aggregate Intrinsic Value
Outstanding at December 30, 2014 .....	978,124	\$ 22.52		
Granted .....	769,926	35.56		
Forfeited .....	(39,388)	27.98		
Vested .....	(724,076)	22.04		
Outstanding at December 29, 2015 .....	<u>984,586</u>	<u>\$ 32.86</u>	<u>1.2</u>	<u>\$ 35,511</u>

As of December 29, 2015, with respect to unvested RSUs, there was \$18.2 million of unrecognized compensation cost that is expected to be recognized over a weighted-average period of 1.2 years. The vesting terms of the RSUs range from approximately 1.0 to 5.0 years. The total intrinsic value of RSUs vested during the years ended December 29, 2015, December 30, 2014 and December 31, 2013 was \$25.1 million, \$20.4 million and \$21.3 million, respectively. The excess tax benefit realized from tax deductions associated with vested restricted stock units for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 was \$2.8 million, \$1.4 million and \$2.1 million, respectively.

*Summary Details for PSUs*

In 2015, we granted PSUs to two of our executives subject to a one-year vesting and the achievement of certain earnings targets, which determine the number of units to vest at the end of the vesting period. Share-based compensation is recognized for the number of units expected to vest at the end of the period and is expensed beginning on the grant date and through the performance period. For each grant, PSUs vest after meeting the performance and service conditions. The distribution of vested performance stock units as common stock will occur in the first quarter of 2016 and the first quarter of 2017.

On January 8, 2015 we granted PSUs with a grant date fair value of approximately \$4.0 million based on the grant date price per share of \$34.77. On January 8, 2016, 144,000 shares vested related to this PSU grant. On November 19, 2015 we granted PSUs with a grant date fair value of approximately \$3.9 million based on the grant date price per share

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

(Tabular amounts in thousands, except share and per share data)

of \$34.11. As of December 29, 2015, with respect to unvested PSUs, there was \$3.6 million of unrecognized compensation cost that is expected to be recognized over a weighted-average period of 1.0 years.

*Summary Details for Stock Options*

	Shares	Weighted-Average Exercise Price	Weighted-Average Remaining Contractual Term (years)	Aggregate Intrinsic Value
Outstanding at December 30, 2014 .....	636,930	\$ 14.20		
Granted .....	—	—		
Forfeited .....	(2,324)	17.90		
Exercised .....	(306,108)	15.34		
Outstanding at December 29, 2015 .....	328,498	\$ 13.10	1.3	\$ 7,542
Exercisable at December 29, 2015 .....	328,498	\$ 13.10	1.3	\$ 7,542

No stock options were granted during the fiscal years ended December 29, 2015, December 30, 2014 and December 31, 2013.

The total intrinsic value of options exercised during the years ended December 29, 2015, December 30, 2014 and December 31, 2013 was \$6.5 million, \$6.1 million and \$11.2 million, respectively. No stock options vested during the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively.

For the years ended December 29, 2015, December 30, 2014 and December 31, 2013, cash received before tax withholdings from options exercised was \$4.7 million, \$5.3 million and \$15.1 million, respectively. The excess tax benefit realized from tax deductions associated with options exercised for the years ended December 29, 2015, December 30, 2014 and December 31, 2013 was \$1.7 million, \$1.5 million and \$2.8 million, respectively.

**(14) Fair Value Measurement**

ASC 820, Fair Value Measurements and Disclosures ("ASC 820"), establishes a framework for measuring fair value and expands disclosures about fair value measurements. ASC 820 establishes a three-level hierarchy, which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs in measuring fair value. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability on the measurement date.

- Level 1 Inputs based on quoted prices in active markets for identical assets.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable for the assets, either directly or indirectly.
- Level 3 Inputs that are unobservable for the asset.

There were no transfers among levels within the fair value hierarchy during the year ended December 29, 2015.

The following table presents the fair values for our financial assets and liabilities measured on a recurring basis:

	Fair Value Measurements		
	Level	December 29, 2015	December 30, 2014
Interest rate swaps .....	2	\$ (45)	\$ (1,375)
Deferred compensation plan—assets .....	1	17,401	14,963
Deferred compensation plan—liabilities .....	1	(17,416)	(14,974)

The fair values of our interest rate swaps were determined based on industry-standard valuation models. Such models project future cash flows and discount the future amounts to present value using market-based observable inputs including interest rate curves. See note 16 for discussion of our interest rate swaps.

The Second Amended and Restated Deferred Compensation Plan of Texas Roadhouse Management Corp., as amended, (the "Deferred Compensation Plan") is a nonqualified deferred compensation plan which allows highly compensated employees to defer receipt of a portion of their compensation and contribute such amounts to one or more

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

investment funds held in a rabbi trust. We report the accounts of the rabbi trust in our consolidated financial statements. These investments are considered trading securities and are reported at fair value based on third-party broker statements. The realized and unrealized holding gains and losses related to these investments, as well as the offsetting compensation expense, are recorded in general and administrative expense in the consolidated statements of income and comprehensive income.

The following table presents the fair values for our assets and liabilities measured on a nonrecurring basis:

		<u>Fair Value Measurements</u>		<u>Total losses</u>	
				<u>52 Weeks Ended</u>	
	<u>Level</u>	<u>December 29,</u>	<u>December 30,</u>	<u>December 29,</u>	<u>December 30,</u>
		<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>
Goodwill .....	3	\$ —	\$ —	\$ —	\$ 626

At December 30, 2014 the loss on goodwill in the table above relates to one underperforming restaurant in which the carrying value of the associated goodwill was reduced to zero based on their historical results and future trends of operations. We determined the fair value of the underperforming restaurant using unobservable inputs, including sales projections and present value techniques. This charge is included in Impairment and closure costs in our consolidated statements of income and comprehensive income. For further discussion of impairment charges, see note 15.

At December 29, 2015 and December 30, 2014, the fair values of cash and cash equivalents, accounts receivable and accounts payable approximated their carrying values based on the short-term nature of these instruments. The fair value of our amended revolving credit facility at December 29, 2015 and December 30, 2014 approximated its carrying value since it is a variable rate credit facility (Level 2). The fair value of our installment loan is estimated based on the current rates offered to us for instruments of similar terms and maturities. The carrying amounts and related estimated fair values for our installment loan are as follows:

	<u>December 29, 2015</u>		<u>December 30, 2014</u>	
	<u>Carrying</u>	<u>Fair</u>	<u>Carrying</u>	<u>Fair</u>
	<u>Amount</u>	<u>Value</u>	<u>Amount</u>	<u>Value</u>
Installment loan—Level 2 .....	\$ 694	\$ 779	\$ 822	\$ 955

### **(15) Impairment and Closure Costs**

We recorded impairment and closure costs of \$1.0 million, \$0.6 million and \$0.4 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively, related to goodwill and/or long-lived assets or costs associated with the closure of restaurants.

Impairment and closure costs in 2015 included \$1.0 million in closure costs associated with the relocation of two restaurants in the fourth quarter of 2015.

Impairment and closure costs in 2014 included \$0.6 million associated with the impairment of goodwill related to one restaurant. The goodwill impairment charges in 2014 resulted from our annual testing which relies, in part, on the historical trends and anticipated future trends of operations of individual restaurants.

Impairment and closure costs in 2013 included \$0.2 million related to the write-down of a building associated with one restaurant closed in 2009. The remaining \$0.2 million in expenses were ongoing closure costs associated with one restaurant that was closed in 2012 and one restaurant that was closed in 2009.

### **(16) Derivative and Hedging Activities**

We enter into derivative instruments for risk management purposes only, including derivatives designated as hedging instruments under FASB ASC 815, Derivatives and Hedging ("ASC 815"). We use interest rate-related derivative instruments to manage our exposure to fluctuations of interest rates. By using these instruments, we expose ourselves, from time to time, to credit risk and market risk. Credit risk is the failure of the counterparty to perform under the terms of the derivative contract. When the fair value of a derivative contract is positive, the counterparty owes us, which creates credit risk for us. We attempt to minimize the credit risk by entering into transactions with high-quality counterparties whose credit rating is evaluated on a quarterly basis. Our counterparty in the interest rate swaps is JP



**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

**(Tabular amounts in thousands, except share and per share data)**

Morgan Chase Bank, N.A. Market risk is the adverse effect on the value of a financial instrument that results from a change in interest rates. We minimize market risk by establishing and monitoring parameters that limit the types and degree of market risk that may be taken.

**Interest Rate Swaps**

On October 22, 2008, we entered into an interest rate swap, starting on November 7, 2008, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a \$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we paid a fixed rate of 3.83% on the \$25.0 million notional amount and received payments from the counterparty based on the one month LIBOR for a term ending on November 7, 2015, effectively resulting in a fixed rate on the LIBOR component of the \$25.0 million notional amount.

On January 7, 2009, we entered into an interest rate swap, starting on February 7, 2009, with a notional amount of \$25.0 million to hedge a portion of the cash flows of our variable rate borrowings. We have designated the interest rate swap as a cash flow hedge of our exposure to variability in future cash flows attributable to interest payments on a \$25.0 million tranche of floating rate debt borrowed under our amended revolving credit facility. Under the terms of the swap, we pay a fixed rate of 2.34% on the \$25.0 million notional amount and receive payments from the counterparty based on the one month LIBOR rate for a term ending on January 7, 2016, effectively resulting in a fixed rate on the \$25.0 million notional amount.

We entered into the above interest rate swaps with the objective of eliminating the variability of our interest cost that arises because of changes in the variable interest rate for the designated interest payments. Changes in the fair value of the interest rate swaps will be reported as a component of accumulated other comprehensive income or loss ("AOCI"). Additionally, amounts related to the yield adjustment of the hedged interest payments are subsequently reclassified into interest expense in the same period which the related interest affects earnings. We will reclassify any gain or loss from AOCI, net of tax, in our consolidated balance sheet to interest expense in our consolidated statement of income and comprehensive income when the interest rate swap expires or at the time we choose to terminate the swap. See note 14 for fair value discussion of these interest rate swaps.

The following table summarizes the fair value and presentation in the consolidated balance sheets for derivatives designated as hedging instruments under ASC 815:

	Balance Sheet Location	Derivative Assets		Derivative Liabilities	
		December 29, 2015	December 30, 2014	December 29, 2015	December 30, 2014
Derivative Contracts Designated as Hedging Instruments under ASC 815	(1)				
Interest rate swaps		\$ —	\$ —	\$ 45	\$ 1,375
Total Derivative Contracts		<u>\$ —</u>	<u>\$ —</u>	<u>\$ 45</u>	<u>\$ 1,375</u>

(1) As of December 29, 2015, derivative liabilities are included in other accrued liabilities on the consolidated balance sheet. As of December 30, 2014, the current portion of derivative liabilities is included in other accrued liabilities and the long-term portion is included in other liabilities.

The following table summarizes the effect of our interest rate swaps in the consolidated statements of income and comprehensive income for the 52 weeks ended December 29, 2015, December 30, 2014 and the 53 weeks ended December 31, 2013, respectively:

	December 29, 2015	December 30, 2014	December 31, 2013
Gain recognized in AOCI, net of tax (effective portion)	\$ 817	\$ 808	\$ 809
Loss reclassified from AOCI to income (effective portion)	\$ 1,397	\$ 1,480	\$ 1,474

The loss reclassified from AOCI to income was recognized in interest expense on our consolidated statements of

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

(Tabular amounts in thousands, except share and per share data)

income and comprehensive income. For each of the fiscal periods ended December 29, 2015, December 30, 2014 and December 31, 2013, we did not recognize any gain or loss due to hedge ineffectiveness related to the derivative instruments in the consolidated statements of income and comprehensive income.

**(17) Accumulated Other Comprehensive Loss**

The components of the changes in accumulated other comprehensive loss for the 52 weeks ended December 29, 2015 and December 30, 2014 were as follows:

	Cash Flow Hedges	Foreign Currency Translation	Accumulated Other Comprehensive Loss
Balance as of December 31, 2013 .....	(1,652)	—	(1,652)
Other comprehensive loss before reclassifications .....	(159)	101	(58)
Reclassification adjustments to income (1) .....	1,480	—	1,480
Income taxes .....	(513)	(39)	(552)
Balance as of December 30, 2014 .....	<u>\$ (844)</u>	<u>\$ 62</u>	<u>\$ (782)</u>
Other comprehensive loss before reclassifications .....	(67)	(235)	(302)
Reclassification adjustments to income (1) .....	1,397	—	1,397
Income taxes .....	(513)	91	(422)
Balance as of December 29, 2015 .....	<u><u>\$ (27)</u></u>	<u><u>\$ (82)</u></u>	<u><u>\$ (109)</u></u>

(1) For further discussion of amounts reclassified to income, see note 16.

**(18) Related Party Transactions**

We have 10 franchise restaurants owned in whole or part by certain of our officers, directors and 5% stockholders of the Company as of December 29, 2015. As of December 30, 2014 and December 31, 2013, we had 14 and 15 franchise restaurants, respectively, owned in whole or part by certain of our officers, directors and 5% stockholders of the Company. These entities paid us fees of \$1.8 million, \$2.5 million and \$2.4 million for the years ended December 29, 2015, December 30, 2014 and December 31, 2013, respectively. As discussed in note 12, we are contingently liable on leases which are related to two of these restaurants.

On November 26, 2014, we acquired the remaining ownership interests of a franchise restaurant owned in part by us and certain officers or stockholders of the Company. Prior to this acquisition, we owned 5% interest in the franchise restaurant which we accounted for using the equity method. While we did exercise significant control over the restaurant prior to our acquisition of the remaining ownership interests, we did not consolidate their financial position, results of operations and/or cash flows as it was immaterial to our financial position, results of operations and/or cash flows. See note 3 for further discussion of the acquisition.

**Texas Roadhouse, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**

(Tabular amounts in thousands, except share and per share data)

**(19) Selected Quarterly Financial Data (unaudited)**

	2015				
	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Total
Revenue . . . . .	\$ 460,230	\$ 454,698	\$ 438,089	\$ 454,351	\$ 1,807,368
Total costs and expenses . . . . .	\$ 411,630	\$ 423,002	\$ 407,533	\$ 420,638	\$ 1,662,803
Income from operations . . . . .	\$ 48,600	\$ 31,696	\$ 30,556	\$ 33,713	\$ 144,565
Net income attributable to Texas Roadhouse, Inc. and subsidiaries . . . . .	\$ 32,292	\$ 21,138	\$ 20,482	\$ 22,982	\$ 96,894
Basic earnings per common share . . . . .	\$ 0.46	\$ 0.30	\$ 0.29	\$ 0.33	\$ 1.38
Diluted earnings per common share . . . . .	\$ 0.46	\$ 0.30	\$ 0.29	\$ 0.32	\$ 1.37
Cash dividends declared per share . . . . .	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.68

	2014				
	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Total
Revenue . . . . .	\$ 397,142	\$ 395,363	\$ 385,218	\$ 404,425	\$ 1,582,148
Total costs and expenses . . . . .	\$ 356,958	\$ 360,962	\$ 356,397	\$ 377,382	\$ 1,451,699
Income from operations . . . . .	\$ 40,184	\$ 34,401	\$ 28,821	\$ 27,043	\$ 130,449
Net income attributable to Texas Roadhouse, Inc. and subsidiaries . . . . .	\$ 26,465	\$ 23,081	\$ 18,881	\$ 18,595	\$ 87,022
Basic earnings per common share . . . . .	\$ 0.38	\$ 0.33	\$ 0.27	\$ 0.27	\$ 1.25
Diluted earnings per common share . . . . .	\$ 0.37	\$ 0.33	\$ 0.27	\$ 0.26	\$ 1.23
Cash dividends declared per share . . . . .	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.60

In the fourth quarter of 2014, we recorded \$0.6 million (\$0.4 million after-tax) associated with the impairment of goodwill related to one restaurant in which the carrying value was reduced to fair value. See note 15 for further discussion of impairment and closure costs.



# STOCKHOLDER Information.....

## SUPPORT CENTER

*(Corporate Office)*  
6040 Dutchmans Lane  
Louisville, KY 40205  
(800)TEX-ROAD (839-7623)

## TRANSFER AGENT

Computershare  
P.O. Box 30170  
College Station, TX 77842-3170  
Phone (877) 581-5548

## MEDIA INQUIRIES

For all media requests please contact  
Travis Doster at (502) 638-5457.

## ANNUAL MEETING

**Thursday, May 19, 2016**  
**9:00 am EST**  
Texas Roadhouse Support Center  
6040 Dutchmans Lane  
Louisville, KY 40205

## STOCK LISTING

Texas Roadhouse, Inc.  
Common Stock is listed on  
the NASDAQ Stock Exchange  
under the symbol TXRH.

## FINANCIAL INQUIRIES

For additional financial  
documents and information,  
please visit our website at  
[www.texasroadhouse.com](http://www.texasroadhouse.com).  
Please contact us by phone  
at (502)515-7300 or  
by sending us an e-mail to  
[investment@texasroadhouse.com](mailto:investment@texasroadhouse.com).

## INDEPENDENT AUDITORS

KPMG LLP  
400 W. Market Street, Suite 2600  
Louisville, KY 40202  
Phone (502) 587-0535

# .....BOARD OF Directors

## Gregory N. Moore

Former Senior Vice President,  
Controller  
Yum! Brands, Inc.

## James R. Ramsey

President  
University of Louisville

## James R. Zarley

Former Chairman of the Board  
Conversant, Inc.  
(formerly ValueClick, Inc.)

## James F. Parker

Former Chief Executive Officer,  
Vice Chairman of the Board  
Southwest Airlines Co.

## Kathleen M. Widmer

President  
Consumer OTC Division  
Johnson & Johnson

## W. Kent Taylor

Founder and Chairman,  
Chief Executive Officer  
Texas Roadhouse, Inc.

# .....RESTAURANT Locations.....

As of December 29, 2015

Domestic .....	473
International .....	10





**Pat Ryan**  
Managing Partner of the Year  
Thornton, CO



483 Texas Roadhouse  
Locations Worldwide



**Alex Marroquin**  
Meat Cutter of the Year

**Stephanie Faulkner**  
Support Center Roadie of the Year

