

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

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): July 1, 2025

THERMON GROUP HOLDINGS, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-35159
(Commission
File Number)

27-2228185
(I.R.S. Employer
Identification Number)

7171 Southwest Parkway
Building 300, Suite 200
Austin TX
(Address of principal executive offices)

78735
(Zip code)

Registrant's telephone number, including area code: **(512) 690-0600**

Not Applicable

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

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

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.001 par value per share	THR	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging Growth Company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02 **Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On July 1, 2025, Thermon Group Holdings, Inc. (the “*Company*”) announced that its Board of Directors has appointed Thomas Cerovski as the Company’s Senior Vice President and Chief Operating Officer, effective immediately. In connection with this appointment, Mr. Cerovski will receive an annual base salary of \$450,000 and is eligible to participate in the Company’s Amended & Restated Short-Term Incentive Plan with a target bonus of 75% of his annual base salary, prorated for time served in this role.

The information required by Item 5.02(c)(2) of Form 8-K for Mr. Cerovski has been previously disclosed in the Company’s Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission on May 22, 2025, and in the Company’s Definitive Proxy Statement on Schedule 14A filed with the U.S. Securities and Exchange Commission on June 18, 2025, and is incorporated herein by reference.

There are no family relationships between Mr. Cerovski and any director or executive officer of the Company and he has no direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K.

Item 7.01 **Regulation FD Disclosure.**

On July 1, 2025, the Company issued a press release announcing the recent senior leadership change. A copy of the press release is attached as Exhibit 99.1 to this Current Report on Form 8-K and is incorporated herein by reference.

The information in the preceding paragraph, as well as Exhibit 99.1 hereto, is being “furnished” pursuant to Item 7.01 and shall not be deemed to be “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that section, and is not incorporated by reference into any Company filing, whether made before or after the date hereof, except as shall be expressly set forth by specific reference in such filing and regardless of any general incorporation language in such filing.

Item 9.01 **Financial Statements and Exhibits.**

(d) **Exhibits.**

<u>Exhibit No.</u>	<u>Description of Exhibit</u>
99.1	Press Release, dated July 1, 2025.
104	Cover Page Interactive Data File (formatted in Inline XBRL)

SIGNATURES

Pursuant to the requirements 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 hereunto duly authorized.

July 1, 2025

THERMON GROUP HOLDINGS, INC.

By: /s/ Ryan Tarkington
Ryan Tarkington
Senior Vice President, General Counsel & Corporate
Secretary

THERMON NAMES THOMAS CEROVSKI AS CHIEF OPERATING OFFICER

AUSTIN, TX / ACCESSWIRE / July 1, 2025 - Thermon Group Holdings, Inc. (NYSE:THR) ("Thermon" or the "Company"), a global leader in industrial process heating solutions, today announced the promotion of Thomas Cerovski to Senior Vice President and Chief Operating Officer, effective as of July 1, 2025. Mr. Cerovski will continue to report to Thermon's Chief Executive Officer, Bruce Thames. In his expanded role, Mr. Cerovski will work with the leadership team to execute on the Company's key strategic pillars to drive the next level of growth and create value for shareholders. His priorities will include growing the installed base to capture recurring revenue and driving additional growth in Decarbonization, Digitization and Diversification while prudently deploying capital. All of this is underpinned by the Thermon Business System to form the value creation framework for the business. Mr. Cerovski has served as the Company's Senior Vice President, Global Business Units since 2019 and has managed the Company's profit and loss business units and commercial organization. "Tom has been an invaluable member of our executive team since joining Thermon six years ago, and we are looking forward to his continued contributions in this expanded leadership role," stated Bruce Thames, President and CEO of Thermon. "Tom is a proven leader and we believe that his extensive knowledge and experience across the industries and customers we serve, our product and service portfolio and the geographies in which we operate will be instrumental as we continue to execute on our long-term value creation framework."

"We are pleased to appoint Tom as our Chief Operating Officer, as his deep understanding of our business, customer base, and employees make him the ideal person for this role," stated John U. Clarke, Chairman of the Board of Directors of Thermon. "With over thirty years of sales experience across a broad range of energy and industrial end markets, Tom is uniquely positioned to help guide Thermon in its next phase of growth."

Mr. Cerovski brings more than thirty (30) years of energy and industrial industry leadership experience in positions ranging from engineering, product management, sales, business development, and business unit management. Prior to joining the Company, from 2018 until 2019, Mr. Cerovski was the Senior Vice President, Global Sales and Business Development for Trojan Battery Company, a leading manufacturer of deep-cycle batteries. From 2013 through 2018, Mr. Cerovski held various positions at Dover Corporation, a conglomerate manufacturer of industrial products, including Vice President and General Manager, Dispenser Business Unit, and Vice President, Product and Technology Services, Wayne Fueling Systems. Prior to joining Dover Corporation, Mr. Cerovski served for fourteen (14) years in various positions with General Electric Company. Mr. Cerovski began his career at the Nuclear Regulatory Commission. Mr. Cerovski holds a B.S. from Montana State University, a M.S. from Purdue University, and a M.B.A. from George Washington University.

"I am extremely grateful to the Board of Directors for this opportunity and am excited to join the executive leadership team at this important stage in the Company's evolution," stated Thomas Cerovski, Senior Vice President and Chief Operating Officer of Thermon. "Over the last several years, we have made tremendous progress executing against our key priorities, including diversifying our business and further expanding our installed base; however, significant opportunities remain, and I am looking forward to working with all of our dedicated team members across the organization as we continue to execute on our key strategic pillars, with a focus on our Decarbonization, Digitization, and Diversification growth initiatives and profitability improvement priorities."

About Thermon

Through its global network, Thermon provides safe, reliable and mission critical industrial process heating solutions. Thermon specializes in providing complete flow assurance, process heating, temperature maintenance, freeze protection and environmental monitoring solutions. Thermon is headquartered in Austin, Texas. For more information, please visit www.thermon.com.

CONTACT:

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