

GENTEX CORP  
Form 8-K  
January 05, 2016

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, DC 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): December 31, 2015

GENTEX CORPORATION

(Exact name of registrant as specified in its charter)

Michigan  
(State or other jurisdiction  
of incorporation)

0-10235  
(Commission  
File Number)

38-2030505  
(IRS Employer  
Identification No.)

600 North Centennial Street  
Zeeland, Michigan  
(Address of principal executive offices)

49464  
(Zip Code)

Registrant's telephone number, including area code: (616) 772-1800

---

(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 (see General Instruction A.2. below):

- 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))

Section 5 - Corporate Governance and Management

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

Gentex Corporation (the "Company") has increased the overall responsibilities of Scott Ryan. His title is Assistant (e)General Counsel and Corporate Secretary and he is already an executive officer with reporting requirements under Section 16 of the Securities Exchange Act of 1934, as amended.

In connection with Mr. Ryan's increased responsibilities, on December 31, 2015, the Company set Mr. Ryan's annual salary at \$205,000 (effective in accordance with Company policies and procedures). In addition, Mr. Ryan will also receive a 4,580 share stock option grant and a restricted stock grant of 1,650 shares, pursuant to the Company's shareholder approved Employee Stock Option Plan and shareholder approved Second Restricted Stock Plan, respectively, with such grants to be made at the regularly scheduled fourth quarter Compensation Committee meeting (in accordance with Company policies and procedures).

Notwithstanding the foregoing, Mr. Ryan does not have a written employment agreement, and will continue to be an at-will employee of the Company, as is the case with all employees of the Company.

---

SIGNATURE

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

Dated: January 5, 2016

GENTEX CORPORATION  
(Registrant)

By /s/ Kevin C. Nash  
Kevin C. Nash  
Its Chief Accounting Officer