

Larry Gray and Jon Tice

Larry Gray is the **Chief Executive Officer of IMMI**, headquartered in Westfield, Indiana. He joined IMMI in June of 2001 as a Research and Development Engineer and has grown with the company through a series of expanding leadership roles marked by technical excellence, faithful stewardship, and deep alignment with IMMI's founding mission. Early in his tenure, Larry served as Program Manager for the design and release of IMMI's industry-defining SafeGuard school bus seat, and in May of 2004 was promoted to Director of Research and Development. In 2010, he was appointed CEO, a role in which he continues to guide IMMI's global organization with clarity, humility, and purpose.

Prior to IMMI, Larry held engineering leadership roles at Porter Engineered Systems Inc. and Atwood Mobile Products / Excel Industries, working in automotive seating, recliners, and compliance systems. He holds a Bachelor of Science in Mechanical Engineering Technology from Purdue University and an MBA from Anderson University. He is a member of the Society of Automotive Engineers and the Society of Mechanical Engineers.

As CEO, Larry is known for integrating business excellence with a clear sense of vocation, advancing IMMI's long-standing commitment to honoring God through quality, innovation, and service to people. He views leadership as stewardship—faithfully carrying forward the company's Christian legacy while building systems, leaders, and products that Bring Safety to People around the world.

Jon Tice serves as **Senior Vice President of Mission at IMMI**, a Westfield based, global manufacturing company committed to honoring God, serving people, delivering excellence, and growing profitably. In this role, Jon provides strategic leadership for culture, people development, leadership formation, and mission integration across IMMI's U.S. and international operations.

With more than a decade of executive experience at IMMI, Jon has led initiatives spanning human resources, leadership development, global team engagement, and organizational culture. He has been instrumental in designing multi-year leadership curricula, emerging leader cohorts, and faith-integrated business practices that align values with daily operations. His work connects mission to measurable outcomes—strengthening leaders, teams, and long-term organizational health.

In addition to his corporate leadership, Jon has over 39 years of pastoral and ministry experience and currently serves in leadership roles with several faith-based organizations and foundations supporting global missions and humanitarian work. He brings a unique blend of executive insight, pastoral wisdom, and practical application, helping leaders integrate purpose, character, and excellence in both work and life.



Westfield, Indiana

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