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## **Scott Insurance Announces Senior Leadership Change**

Scott Insurance has appointed Keith Mann of Lynchburg as the company's new Chief Operating Officer/ Chief Financial Officer. Craig Ryder, who has served in that capacity since 1994, will retire at the end of the year. This transition concludes a multi-year planning process and an exhaustive search for the right executive leader to join the company.

Mann joined Scott in July with 20 years of experience in corporate finance, accounting and leadership roles. A native of Lynchburg, he is a graduate of James Madison University where he majored in accounting and obtained a bachelor's degree in business. After college, Mann spent ten years at Omni Electrical in Lynchburg before moving to leadership roles at Rubatex International and TRAX International. Most recently, he served as CFO of Schewel Furniture in Lynchburg.

"We evaluated a number of highly-qualified candidates over many months to find the right fit for this role and our unique culture at Scott," said Hutch Mauck, President of Scott Insurance. "Our board is confident in Keith's professional abilities and leadership and we look forward to continued growth and financial health in the years to come."

Ryder's retirement comes after 23 years of dedicated service and leadership. During his tenure, Scott has grown from a regional company to one of the largest independent agencies in the Southeast. He has overseen the company's expansion into multiple new markets and has driven Scott's talent management strategy, consisting of recruiting, retaining and developing top talent in the industry.

Additionally, Ryder has nurtured and provided exceptional oversight over Scott's successful Employee Stock Ownership Plan (ESOP), which is the company's primary retirement savings plan. Under Ryder's leadership, the Scott ESOP has produced strong results compared to the returns of traditional retirement plans in the broader financial markets. Ryder's keen administration and depth of knowledge regarding ESOPs has established him as an expert on employee-owned companies. He frequently consults with other companies on the development or administration of ESOP programs.

"Craig Ryder has been a cornerstone of Scott Insurance. His leadership and vision over the years have been significant in building our company into the strong, growing company we are today," said Mauck. "Our employee owners, clients and communities have greatly benefited from Craig's service at Scott and we are grateful for his expert skill, strategic vision and steadfast dedication."