

1301 Old Graves Mill Road  
Lynchburg, VA 24502

P.O. Box 10489  
Lynchburg, VA 24506

Tel (434) 832-2100  
Fax (434) 832-2190

*Employee Owned*



*Est. 1864*

Charlotte  
Greensboro  
Knoxville  
Nashville  
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Richmond  
Roanoke

November 9, 2015

United States Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, NW, N-1513  
Washington, DC 20210

2520153420014

**RE: Alternative Reporting and Disclosure Statement for Unfunded Nonqualified Deferred Compensation Plans for Certain Selected Employees**

This statement is being provided pursuant to Department of Labor Regulation 29 CFR §2520.104-23 as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974 for unfunded plans for a select group of management or highly compensated employees. In accordance with said Regulation, James A. Scott & Son, Incorporated is providing the following information:

Sponsoring Employer Name and Address: James A. Scott & Son, Inc.  
P.O. Box 10489  
Lynchburg, VA 24506

Sponsoring Employer Identification Number: 54- 0372970

Number of Plans: 1

Name of Plan(s): Scott Insurance Equity Incentive Plan (2015)

Number of Participants: 6

The Employer maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees.

Please acknowledge receipt of this notice by stamping or signing the enclosed copy of this notice and returning it to me in the enclosed envelope.

James A. Scott & Son, Inc.

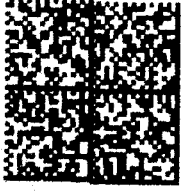
By: 

Craig K. Ryder, COO, CFO

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UNITED STATES DEPARTMENT OF LABOR  
EMPLOYEE BENEFITS SECURITY ADMINISTRATION  
TOP HAT PLAN EXEMPTION  
200 CONSTRUCTION AVENUE, NW, N-1513  
WASHINGTON, DC 20210