

March 26, 2020

INFORMATIONAL ANNOUNCEMENT
COVID-19 VIRUS and the City of Tuscaloosa 24 Hour Curfew Order

To My Fellow Tuscaloosa Co-Workers:

This evening, the Honorable Mayor Walter Maddox of the City of Tuscaloosa issued an Executive Order of the Mayor, Number 2020-007, regarding the 24 Hour Public Safety Curfew (A20-0435). A copy of the Mayor's Executive Order may be found at the following web link:

https://assets.caboosecms.com/media/6108500_2020-007-24-hour-public-safety-curfew-032620.pdf

This Executive Order goes into effect at 10:00 PM on March 28, 2020 and expires at Midnight April 11, 2020.

We immediately contacted our long time attorney Mr. Thomas Scroggins of Constangy, Brooks, Smith & Prophete, LLP and asked him to review the following:

- 1) The above mentioned order,
- 2) The Employee Travel Letter issued to every company employee on March 23, 2020, and
- 3) The US Department of Homeland Security CISA Guidance on Critical Infrastructure Workforce.

Based on Mr. Scroggins' review, he emailed me the following this evening:

"I believe Southern Heat Exchanger Corporation's Tuscaloosa operations are exempt from the Mayor's executive order by virtue of Section 1(f)(vii) for manufacturing critical infrastructure. And for further clarity, although the order does not specifically reference the CISA guidelines the description of critical infrastructure is non-exclusive. Relying on the CISA guidelines in addition to the plain language of the executive order it appears SHECO and its workforce are exempt from this 24 hour curfew."

I have also instructed Mr. Scroggins to contact the City of Tuscaloosa Attorney immediately to advise them of our exempt status per the US Department of Homeland Security.

As always, if there are any questions on the above, please submit them to your HR representative in writing and we will answer them as quickly as possible. If there are any more developments related to the Mayor's Executive Order, we will advise you as quickly as possible.

Thank you and be safe and stay well.



Bob Giammaruti
Chief Executive Officer