

April 3, 2020

**INFORMATIONAL ANNOUNCEMENT  
COVID-19 VIRUS and the State of Alabama Order**

To My Fellow Tuscaloosa Co-Workers:

This evening, the Alabama State Health Officer Dr. Scott Harris M.D., M.P.H., at the direction of the Honorable Governor of Alabama Kaye Ivey, issued an Order suspending certain public gatherings due to risk of infection of COVID-19. A copy of the State Health Officer may be found at the following web link:

<http://www.alabamapublichealth.gov/legal/assets/soe-covid19-stamped-040320.pdf>

This Order goes into effect at 5:00 PM on April 4, 2020.

I immediately contacted our attorney Mr. Thomas Scroggins of Constangy, Brooks, Smith & Prophete, LLP and asked him to review the above mentioned order. Based on Mr. Scroggins' review, he emailed me the following this evening:

*"As we discussed Governor Ivey, via the State Health Officer, issued a Shelter in Place order today that goes into effect tomorrow in Alabama statewide tomorrow at 5:00 p.m. Like all the others it has numerous exceptions and exemptions. It adopts the CISA guidelines and exempts Federally-designated critical infrastructure as identified in the CISA guidelines we have previously analyzed and in which SHECO is covered. This should not result in any material change in how you are operating today."*

Specific reference to the CISA guidelines mentioned above can be found in Section 2, Paragraph (s) of the Order.

When travelling to and from work, please be sure to carry with you the letter and company ID issued to you on or about March 23, 2020. Please contact HR if you need another copy of the letter and/or ID.

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 Governor's Order, we will advise you as quickly as possible.

Thank you and be safe and stay well.

A handwritten signature in black ink, appearing to read "Bob Giammaruti", written in a cursive style.

**Bob Giammaruti**  
Chief Executive Officer