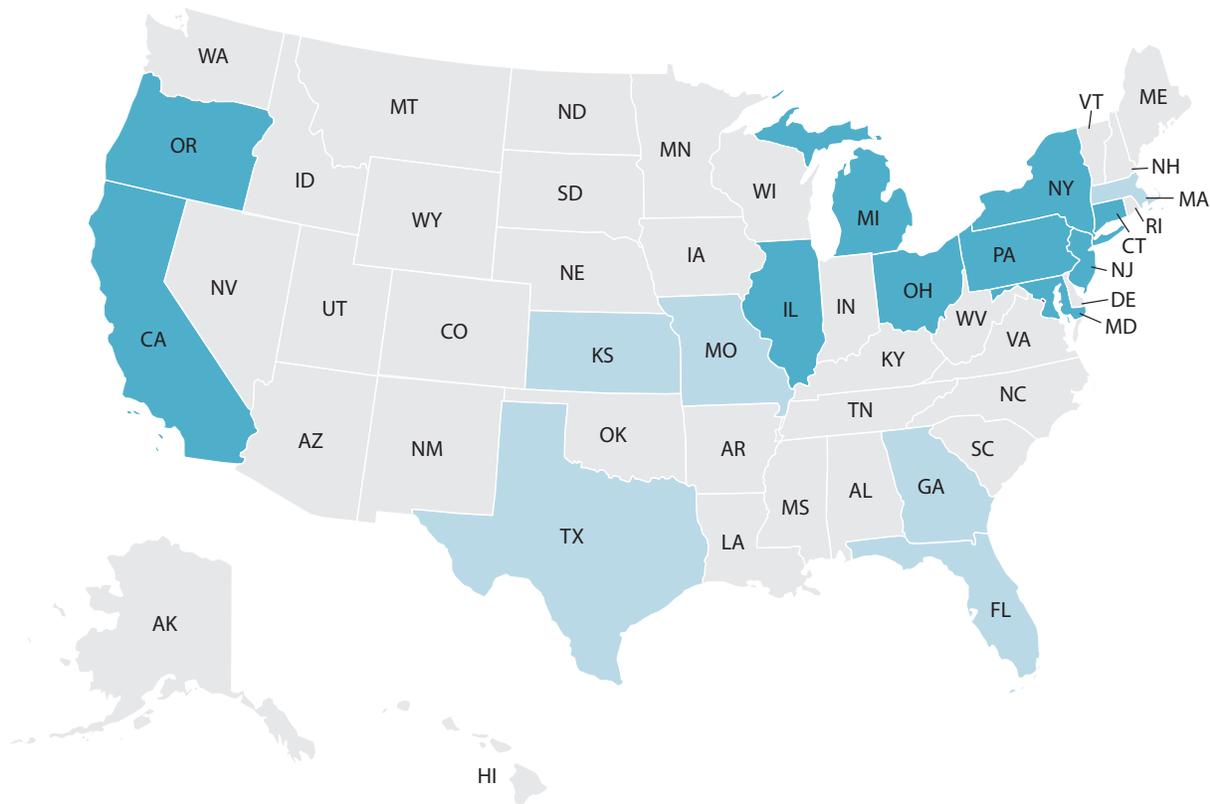


# STAY-AT-HOME ORDERS AND WORK RESTRICTIONS

As each day of the coronavirus pandemic passes, more and more states, cities and counties across the country are implementing stay-at-home (or shelter-in-place) orders and restrictions on individuals and businesses. These restrictions are impacting numerous persons and businesses, including those working in the construction industry. Smith Currie is keeping abreast of these restrictions and has developed this matrix identifying statewide and local restrictions in place. This matrix is by no means complete, and we will continue updating it as we become aware of additional orders. In the write ups below, you will find links to the applicable orders with more detailed information. Consult legal counsel for advice on the impact of a particular restriction or restrictions to your business.

■ Statewide Order   ■ Order in Parts of State

Click a state to see more detail.



## CALIFORNIA

On March 16, 2020, California Governor Gavin Newsom issued [Executive Order N-33-20](#), effective “until further notice,” directing all residents to stay home, except as required to maintain continuity of operations of essential critical infrastructure sectors. In accordance with this Order, the State Public Health Officer has issued Orders identifying what is “essential,” and on March 19 set forth a list of [“Essential Critical Infrastructure Workers.”](#) The Public Health Officer also issues clarifications of the Orders in response to [Frequently Asked Questions](#).

Identified as “Essential Critical Infrastructure Workers” are the 16 critical infrastructure sectors defined by the Department of Homeland Security, plus “Workers who support the operation, inspection, and maintenance of essential public works facilities and operations, including bridges, water and sewer main breaks, fleet maintenance personnel, construction of critical or strategic infrastructure, construction material suppliers, traffic signal maintenance, emergency location services for buried utilities, maintenance of digital systems infrastructure supporting public works operations, and other emergent issues” and “Construction Workers who support the construction,

operation, inspection, and maintenance of construction sites and construction projects (including housing construction).” Also included are “Workers such as plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintaining the safety, sanitation, construction material sources, and essential operation of construction sites and construction projects (including those that support such projects to ensure the availability of needed facilities, transportation, energy and communications; and support to ensure the effective removal, storage, and disposal of solid waste and hazardous waste).”

Under California law, the Governor’s Order has the full force of law and supersedes the enactments of local authorities. However, some local jurisdictions believe they may enact stricter ordinances. The Public Health Officer’s first clarification of his Order allowed this, stating: “This is a statewide order. Depending on the conditions in their area, local officials may enforce stricter public health orders. But they may not loosen the state’s order.” The following day, the Health Officer removed the part allowing local jurisdictions’ leeway, leaving only “This is a statewide order.” Our reading of the law is that what the Governor says is essential, the localities cannot overrule and say it is not essential. Since the Governor has said all construction is essential, localities do not have the power to trump that.

Organizations such as AGC and UCON have requested the Governor, to remove local jurisdictions’ doubts, state plainly that his order trumps the orders of local jurisdictions that have issued their own orders.

However, so long as a local jurisdiction prevents construction from proceeding, you must comply with the local jurisdiction’s orders.

## CONNECTICUT

On March 20, 2020, Connecticut Governor Ned Lamont issued Executive Order 7H. Effective March 23, 2020 at 8:00 p.m. through April 22, 2020 – one month – all non-essential businesses and not-for-profit entities shall reduce their in-person workforces at any workplace locations by 100%.

As directed by this order, the Connecticut Department of Economic and Community Development issued its determination of essential businesses that are exempt from this order. These essential businesses comport with 16 critical infrastructure sectors defined by Department

of Homeland Security, and include construction activities. A full list of essential business activities exempt from Governor Lamont’s order can be found [here](#).

## FLORIDA

In Florida, Broward and Miami Dade Counties have issued Emergency Orders.

### **For Broward County:**

On March 22, 2020, the County Administrator declared a State of Emergency for all of Broward County. See the order [here](#).

All “non essential” retail and commercial businesses are closed. Essential Businesses in construction include: contractors and other tradesmen; fire and water damage; public adjusters; landscape and pool care businesses; open construction sites (irrespective of the type of building); businesses providing architectural, engineering or land surveying services only with regard to ongoing construction projects in which construction has already commenced and provided that businesses operate in full compliance with all measures advised by the CDC regarding social distancing.

### **For Miami Dade County:**

On March 12, 2020, the County Mayor declared a State of Emergency for all of Miami Dade County. See the order [here](#).

All “non essential” retail and commercial businesses are closed. Essential Businesses in construction include: contractors and other tradesmen; fire and water damage; public adjusters; landscape and pool care businesses; open construction sites (irrespective of the type of building); businesses providing architectural, engineering or land surveying services only with regard to ongoing construction projects in which construction has already commenced and provided that businesses operate in full compliance with all measures advised by the CDC regarding social distancing.

## GEORGIA

In Georgia, DeKalb County and the City of Atlanta have issued Emergency Executive Orders.

### **For DeKalb County:**

On March 23, 2020, DeKalb County Chief Executive Officer Michael Thurmond issued Executive Order No. 20-001, declaring a state of emergency. See the order [here](#).

Effective as of March 24, 2020 at 12:01 a.m., DeKalb County places certain restrictions, including hours of operation for all but essential businesses. All non-essential businesses must be closed between 9:00 p.m. and 6:00 a.m. each day. Essential businesses not subject to this work hour restriction include “Essential Manufacturing/Construction to maintain public health, safety and welfare” and businesses performing “repair work for businesses and homes.” DeKalb County CEO also has discretion to deem any service “essential for the protection of public health, safety and welfare as an “Essential Business.”

### For the City of Atlanta:

On March 23, 2020, Atlanta Mayor Keisha Lance Bottoms issued Executive Order 2020-21, effective as of midnight on March 24, 2020. A Corrected Executive Order was issued on March 24, 2020, making an important clarification regarding the impact of the Order on construction. The Order requires Atlanta residents to stay in their residences, and requires business facilities in the City of Atlanta to close. Certain “Essential” activities, businesses, and government functions are exempt from the Order as long as they comply with defined social distancing criteria. As corrected, the Order expressly exempts both “public works” and “construction.” A copy of the order can be found [here](#).

The 21 Essential Businesses listed in the Order, and not subject to the stay-at-home order, are:

- i. Healthcare Operations and Essential Infrastructure;
- ii. Grocery stores, farmers markets, and other retail establishments selling food and household consumer products;
- iii. Food cultivation, farming, livestock, and fishing;
- iv. Businesses providing food, shelter, and social services;
- v. Newspapers, television, radio, and other media;
- vi. Gas stations and auto-supply/repair related facilities;
- vii. Banks and related financial institutions;
- viii. Hardware stores and lodging businesses (hotels, motels, conference centers);
- ix. Plumbers, electricians, exterminators and other service providers providing services necessary to maintain the safety, sanitation, and essential operation of residences, Essential Activities, and Essential Businesses;

- x. Mailing and shipping service businesses;
- xi. Educational institutions (K-12 public and private schools, colleges and universities);
- xii. Laundromats, dry cleaners, and laundry service providers;
- xiii. Restaurants and food preparation facilities;
- xiv. Businesses supplying products people need to work from home;
- xv. Businesses supplying other essential businesses with support or supplies necessary to operate;
- xvi. Businesses shipping or delivering groceries, food, goods, or services directly to residences;
- xvii. Home-based care services for seniors, adults, or children;
- xviii. Residential shelters for seniors, adults, or children;
- xix. Professional services, such as legal or accounting;
- xx. Childcare facilities; and
- xxi. Utility, water, sewer, gas, electrical, oil refining, roads and highways, railroads, public transportation, taxi/rideshare, solid waste collection and removal, internet, and telecommunication systems.

If ratified by the Atlanta City Council, the Order will be in effect for 14 days. If the City Council does not ratify the Order, it expires in 72 hours.

### ILLINOIS

On March 20, 2020, Governor JB Pritzker issued a stay-at-home order requiring all non-essential business and operations to cease and for individuals to stay at home. Business can continue with employees working from home. See the order [here](#). The prohibition is effective as of 5:00pm on March 21, 2020.

First responders, emergency management personnel, law enforcement personnel, health care workers and others working to support Essential Businesses and **Essential Government Functions** like grocery stores and pharmacies are exempt from this stay at home order.

The order identifies businesses and activities that are essential and therefore exempt from the order. The order expressly exempts construction as “essential infrastructure,” which it defines as follows: “Working in food production, distribution and sale; construction; building management and maintenance; airport operations; operation and maintenance of utilities, including water, sewer, and gas;

electrical; distribution centers; oil and biofuel refining; roads, highways, railroads, and public transportation; ports; cybersecurity operations; flood control; solid waste and recycling collection and removal; and internet, video, and telecommunications systems.”

## KANSAS

In Kansas, the following counties have issued Emergency Public Health Orders: Douglas County, Johnson County, Leavenworth County, and Wyandotte County.

### For Douglas County:

On March 22, 2020, an Emergency Public Health Order was issued directing individuals to stay home, except to perform “essential activities.” See the order [here](#).

The essential activities include: (i) obtaining medical supplies, medication, or visiting a health care professional; (ii) obtaining food or sanitation household products; (iii) engaging in walking, hiking or running; and (iv) performing work providing essential products and services at an “Essential Business.” Construction is an Essential Business. Specifically, plumbers, electricians, construction, HVAC, painting, lawn care and landscaping and other trades and service providers that are necessary to maintaining the essential operation of residences, Essential Activities and Essential Businesses.

### For Johnson County:

On March 22, 2020, an Emergency Public Health Order was issued directing individuals to stay home, except to perform “essential activities.” See the order [here](#).

The essential activities include: (i) obtaining medical supplies, medication, or visiting a health care professional; (ii) obtaining food or sanitation household products; (iii) engaging in walking, hiking or running; and (iv) performing work providing essential products and services at an “Essential Business.” Construction is an Essential Business. Specifically, plumbers, electricians, construction, HVAC, painting, lawn care and landscaping and other trades and service providers that are necessary to maintaining the essential operation of residences, Essential Activities and Essential Businesses.

### For Leavenworth County:

On March 23, 2020, an Emergency Public Health Order was issued advising individuals to Stay at Home unless to perform an “Essential Activity.” See the order [here](#).

Essential Activity as it pertains to construction is limited to the following related to Essential Infrastructure: **public works construction, construction of housing (in particular affordable housing or housing for individuals experiencing homelessness)**, airport operations, **water, sewer, gas, electrical**, oil refining, **roads and highways**, public transportation, solid waste collection and removal, internet, and **telecommunications systems** (including the provision of essential global, national and local infrastructure for computing services,...), provided they carry out those services in compliance with Social Distancing Requirements to the extent possible. Specifically, **plumbers, electricians, exterminators and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, Essential Activities, and Essential Businesses.**

### For Wyandotte County:

On March 21, 2020, an Emergency Public Health Order was issued advising individuals to Stay at Home unless to perform an “Essential Activity.” See the order [here](#).

Essential Activity as it pertains to construction is limited to the following related to Essential Infrastructure: **public works construction, construction of housing (in particular affordable housing or housing for individuals experiencing homelessness)**, airport operations, **water, sewer, gas, electrical**, oil refining, **roads and highways**, public transportation, solid waste collection and removal, internet, and **telecommunications systems** (including the provision of essential global, national and local infrastructure for computing services,...), provided that they carry out those services in compliance with Social Distancing Requirements to the extent possible. Specifically, **plumbers, electricians, exterminators and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, Essential Activities, and Essential Businesses.**

## MARYLAND

On March 23, 2020, Governor Larry Hogan issued an order requiring all non-essential businesses to close. Business can continue with employees working from home. See the order [here](#). See the Maryland Office of Legal Counsel's interpretation of the order [here](#).

The prohibition is effective as of 5:00pm on March 23, 2020 and prohibits gatherings larger than 10 people (to be enforced by State Police). The order allows businesses, organizations, and facilities included in the federal critical infrastructure sectors to remain in operation. The order allows commercial and residential construction companies to continue operating.

## MASSACHUSETTS

On March 16, 2020, Mayor Martin Walsh ordered all construction in the City of Boston to suspend all regular activity. The order is effective as of March 17, 2020. See the order [here](#).

Construction businesses are allowed to maintain crews necessary to “keep their sites safe and secure, keep any materials from blowing away, and prevent trespassing.” The suspension allows for “emergency work” and case-by-case exceptions upon the approval of the Boston Inspectional Services Department. It exempts essential work, which includes:

- Emergency utility, road or building work, such as gas leaks, water leaks and sinkholes;
- New utility connections to occupied buildings;
- Mandated building or utility work;
- Work at public health facilities, healthcare facilities, shelters, including temporary shelters and other facilities that support vulnerable populations;
- Work which ensures the reliability of the transportation network; and
- Other work necessary to render occupied residential buildings fully habitable.

## MICHIGAN

On March 23, 2020, Governor Gretchen Whitmer issued a stay-at-home order requiring all individuals in the state, with some exceptions, to stay at home. The order is available [here](#). The order is effective as of 12:01 a.m. on March

24, 2020, and continues through April 13, 2020 at 11:59 p.m. All public and private gatherings of any number of people, except people within a single household, are prohibited.

Workers cannot leave their homes unless they are necessary to sustain or protect life or to maintain minimum basic business operations. Businesses may continue in-person operations performed by “critical infrastructure workers,” who must be designated in writing, and who must practice social distancing. “Public works” are included in “critical infrastructure” but are not otherwise defined.

## MISSOURI

In Missouri, the following counties and/or cities have issued Stay-at-Home Orders: Platte County, Jackson County, the City of St. Louis, Cass County, the City of Belton, the City of Kansas City and Clay County. You can view the full text of each order by clicking on the specific city/county name listed below.

### **For Jackson and Platte Counties:**

The Orders are almost identical. Both provide for limited isolation permitting residents to leave their homes only to perform “Essential Activities,” “Essential Government Functions,” or to operate “Essential Businesses.” All businesses who are not “Essential Businesses” or otherwise exempt from the order, are required to cease all activities except those necessary to maintain “Minimum Basic Operations.” But if all employees and/or contractors already work from home, non-essential businesses may continue to operate. All permitted activities must be conducted in conformance with the “Social Distancing Orders.”

“Essential Activities” are defined in each order and include, but are not limited to:

- “Performing work providing essential products and services at an Essential Business or to otherwise carry out activities specifically permitted in the order, including Minimum Basic Operations.”
- “Providing any services or performing any work necessary to the operations and maintenance of “Essential Infrastructure,” including, but not limited to, public works construction, construction of housing, airport operations water, sewer, gas, electrical, oil refining, roads and highways, public transportation, solid waste collection and removal, Internet and telecommunications systems, provid-

ed that they carry out those services or that work in compliance with social distancing requirements.”

- “Essential Government Functions,” as determined by the government entity performing those functions.

Within each order, “Essential Businesses” include, but are not limited to: hardware Stores; plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintaining safety, sanitation, any central operations of residences, Essential Activities and any Essential Businesses; and businesses that supply other Essential Businesses with the support or supplies necessary to operate.

The Orders are effective as of 12:01 a.m., March 24, 2020 and remain effective until 12:00 a.m. on April 24, 2020, unless otherwise extended.

#### **For the City of St. Louis:**

All businesses must cease all activities except those necessary to maintain the value of inventory and infrastructure, provide security, process payroll or employee benefits, or facilitate employees working remotely. Businesses exempt from the aforementioned restrictions include, but are not limited to: hardware stores; construction; and manufacture, distribution, and supply chains for exempt businesses.

St. Louis’ Order is effective as of March 23, 2020 at 6:00 p.m. and will remain in effect until April 22, 2020, at 6:00 p.m., unless otherwise extended.

The City of St. Louis has provided a Q&A publication that can be viewed [here](#).

#### **For Cass County, the City of Belton, the City of Kansas City, and Clay County:**

While almost identical, each order does vary slightly. However, under each order, all businesses and “other operations” within each locale are required to cease all in-person operations, except as outlined below.

Residents of each area cannot leave their homes except to perform specific “Essential Activities.” In each order, an Essential Activity includes, but is not limited to: “Performing work providing essential products and services at an Essential Business or to otherwise carry out activities specifically permitted in each order, including Minimum Basic Operations ... at Non-Essential Businesses.”

As defined in each Order, Essential Businesses include, but are not limited to: “Essential Infrastructure”—defined below; hardware Stores; plumbers, electricians, exterminators, cemetery workers, undertakers, and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, Essential Activities, and Essential Businesses; railroads and rail systems; and businesses that supply other Essential Businesses with the support or supplies necessary to operate.

Each order considers Essential Infrastructure to be an Essential Business exempt from the restrictions of the order. Essential Infrastructure as defined in each order includes, but is not limited to: public works construction; construction of housing; airport operations; utilities including water, sewer, gas, and electrical; oil refining; railroad and rail systems; roads and highways; public transportation; solid waste collection and removal; internet and telecommunications systems. All permitted services and/or work must be carried out in compliance with Social Distancing Requirements, to the extent possible.

The City of Belton has provided a Q&A publication that can be viewed [here](#). Likewise, the City of Kansas City has provided a Q&A publication that can be viewed [here](#).

The orders for Cass and Clay Counties are effective as of 12:01 a.m. on March 24, 2020, and expire at 11:59 p.m. on April 24, 2020, unless extended. The orders for the Cities of Kansas City and Belton City should be considered effective as of March 22, 2020, and will remain in effect until 11:59 p.m. on April 24, 2020, unless extended.

## **NEW JERSEY**

On March 21, 2020, Governor Phil Murphy issued an order directing all residents to stay at home, except to report to work, obtain essential goods or services, seek medical attention, visit family or close friends, or engage in outdoor activities. See the order [here](#).

The order requires all non-essential retail businesses to close, but allows businesses other than retail to remain open. Businesses that remain open “should make best efforts to reduce staff on site to the minimal number necessary to ensure that essential operations can continue.”

Governor Murphy followed by issuing an order expressly preempting and invalidating all orders, rules, regulations, ordinances, or resolutions of municipalities, counties, or

any other agency or political subdivision which conflict with any provisions of the state's order. Find the preemption order [here](#).

## NEW YORK

On March 20, 2020, Governor Andrew Cuomo issued what he entitled a "PAUSE" (Policies that Assure Uniform Safety for Everyone) order mandating the closure of all non-essential businesses, except for tele-commuting. See order [here](#), and additional information [here](#). The order is effective as of 8:00pm on Sunday, March 22, 2020.

Concentrations of individuals outside their homes must be limited to workers providing essential services. The Governor's office provided guidance on what the state considers "essential businesses." See that guidance [here](#).

The guidance clarifies that construction is considered essential business: "9. Construction, including: skilled trades such as electricians, plumbers; other related construction firms and professionals for essential infrastructure or for emergency repair and safety purposes." To the extent there is any question as to whether Category 9 ("Construction, including") applies only to the "included" categories listed, rather than being inclusive of those categories, but not limiting others, the category of construction for "essential infrastructure" is very expansive: "2. Essential infrastructure: Utilities including power generation, fuel supply and transmission; public water and wastewater; telecommunications and data centers; airports/airlines; transportation infrastructure such as bus, rail, or for-hire vehicles, garages; hotels, and places of accommodation."

## OHIO

On March 22, 2020, Amy Acton, Director of the Ohio Department of Health issued a statewide stay at home order, effective as of March 23, 2020 at 11:59 p.m. The order will remain in place until 11:59 p.m. on April 6, 2020. See the order [here](#).

All persons in Ohio can only leave their home or place of residence for Essential Activities, Essential Governmental Functions, or to participate in Essential Businesses and Operations. The order lists 25 separate Essential Businesses and Operations. Construction activities are included in at least two of these: [U.S. Department of Homeland Security, CISA List](#); and Critical Trades, which includes building and construction trades.

## OREGON

On March 23, 2020, Oregon Governor Kate Brown issued Executive Order 20-12, effective as of March 24, 2020, at 12:01 a.m., requiring closure of certain businesses where social distancing is not reasonably feasible. While the businesses listed for closure do not include construction businesses, construction related retail stores are affected, see page 5 of the Order. To view the complete order, click [here](#).

Construction businesses with offices in the state of Oregon, are required to facilitate telework to the maximum extent necessary. If telework is not available, businesses must designate an employee or officer to establish, implement, and enforce social distancing policies, consistent with guidance from the Oregon Health Authority, which can be found [here](#). These policies must also address how the business will maintain social distancing protocols for business-critical visitors.

Lastly, all state executive branch offices and buildings are closed to the public to the maximum extent possible, but will provide services over the phone and online during normal business hours. This includes land use, permitting, inspection, and other relevant state offices. If the office cannot conduct business over the phone or online, in-person operations will continue by appointment only.

At this time, construction businesses must comply with paragraph two above. However, the Oregon Health Authority has the authority to determine if additional business closures will be necessary during the ongoing state of emergency.

## PENNSYLVANIA

On March 19, 2020, Governor Tom Wolf issued an order prohibiting persons and entities from operating "a place of business in the Commonwealth that is not a life sustaining business regardless of whether the business is open to members of the public." See the order [here](#).

The prohibition went into effect on March 21, 2020, and does not apply to virtual or telework operations (e.g., work from home), so long as social distancing and other mitigation measures are followed. The order attaches a detailed list of industries and business types that are allowed to work and which are not. See the list [here](#). No construction can be performed, except emergency repairs of health facilities.

## TEXAS

**Dallas** and **Galveston Counties** issued shelter in place orders effective as of 11:59 p.m. on March 23, 2020 through 11:59 p.m. on April 3, 2020, unless extended. Both orders, while almost identical, do have variations from one another and should be reviewed in full. The Dallas Order and a list of the Social Distancing Requirements can be found [here](#). The Galveston Order and a list of the Social Distancing Requirements can be found [here](#).

Under both orders, all businesses within Dallas and Galveston Counties are to cease all operations unless all employees and contractors work from home or the business is defined as an “Essential Business,” which includes, among other things, “Essential Critical Infrastructure.”

Individuals may provide any services or perform any work necessary to offer, operate, maintain and repair, “Essential Critical Infrastructure” including, but not limited to:

- The 16 critical infrastructure sectors identified by the National Cybersecurity and Infrastructure Agency (CISA) including public works construction, residential, commercial, and school construction;
- Airport operations;
- Utilities including water, sewer, gas and electrical;
- Oil refining;
- Roads and highways;
- Public transportation;
- Solid waste collection and removal;
- Internet and telecommunications systems;
- Defense and national security-related operations;
- Essential manufacturing operations; and
- Others

Essential Businesses providing essential infrastructure should implement screening precautions to protect employees and all activity shall be performed in compliance with social distancing guidelines attached.”

Also identified as Essential Businesses are *Essential Services Necessary to Maintain Essential Operations of Residences or Other Essential Businesses*, including, but not limited to: trash and recycling collection, processing and disposal; building cleaning and maintenance; warehouse/distribution and fulfillment; storage for essential businesses; funeral homes; crematoriums and cemeteries; plumbers;

electricians; exterminators; and other service providers providing services necessary to maintain essential operations of residences, Essential Businesses and Businesses that supply other essential businesses with the support of supplies needed to operate.

If you are a manufacturer who retools so that a substantial part of your business is to manufacture and produce ventilators, you may apply for an “essential business” exemption.

Additionally, if anyone in your household has tested positive for coronavirus, you cannot go to work, school, or any other community function.

**Bexar County** Judge Nelson W. Wolff issued an Executive Order effective as of 11:59 p.m. on March 24, 2020, through 11:59 p.m. on April 9, 2020, unless extended. All businesses within incorporated or unincorporated areas of Bexar county must cease all activities unless the business is an “Exempt Business;” all employees and contractors work from their homes; the ongoing operations are solely to maintain security, upkeep, and maintenance of premises, equipment or inventory; or the business activity is related to IT or other operations that facilitate employees working from home. Individuals can leave their homes to participate in Exempted Activities, which include working at an Exempted Business.

Exempted Businesses include, but are not limited to:

- Public works construction; Construction of housing or other types of construction including commercial;
- Manufacturing;
- Airport operations and aircraft manufacturing;
- Maintenance or repair;
- Utilities including water, sewer, gas, and electrical;
- Oil refining;
- Roads and highways;
- Public transportation;
- Solid waste collection and removal;
- Internet and telecommunications systems;
- Businesses related to the operation, maintenance, construction, and manufacture of transportation services; and

- Building maintenance and cleaning which includes plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintain essential operations of residences, Essential Activities, and Exempted Businesses.

The Bexar County Order can be read in full [here](#).

Smith Currie will continue to monitor developments and clarifications related to these orders and will update this publication accordingly. ▪