



UNITED STATES BANKRUPTCY COURT
DISTRICT OF NEW JERSEY

In re

UNITED SITE SERVICES, INC. *et al.*¹
Debtors.

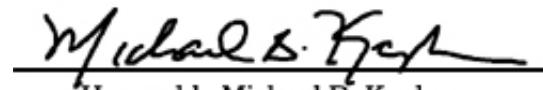
Order Filed on January 23, 2026

Case No. 25-23630 (MBK) by Clerk U.S. Bankruptcy Court
Chapter 11 District of New Jersey
(Jointly Administered)

**ORDER AUTHORIZING THE EMPLOYMENT
AND RETENTION OF MILBANK LLP AS COUNSEL FOR THE DEBTORS
AND DEBTORS IN POSSESSION EFFECTIVE AS OF THE PETITION DATE**

The relief set forth on the following pages, numbered three (3) through five (5), is
ORDERED.

DATED: January 23, 2026


Honorable Michael B. Kaplan
United States Bankruptcy Judge

¹ The last four digits of the tax identification number of United Site Services, Inc. are 3387. A complete list of the Debtors in these chapter 11 cases (the “**Chapter 11 Cases**”), with each one’s tax identification number, principal office address and former names and trade names, is available on the website of the Debtors’ noticing agent at www.veritaglobal.net/USS. The location of the principal place of business of United Site Services, Inc., and the Debtors’ service address for these Chapter 11 Cases is 118 Flanders Road, Suite 1000, Westborough, MA 01581.



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Caption in compliance with D.N.J. LBR 9004-1(b)

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*Proposed Co-Counsel to the Debtors
and Debtors in Possession*

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Debtors: United Site Services, Inc. *et al.*

Case No.: 25-23630 (MBK)

Caption of Order: Order Authorizing the Employment and Retention of Milbank LLP as Counsel for the Debtors and Debtors in Possession Effective as of the Petition Date

Upon the application (the “**Application**”)¹ of the above-captioned debtors (collectively, the “**Debtors**”) for entry of an order (this “**Order**”) authorizing the employment and retention of Milbank, as attorneys for the Debtors, effective as of the Petition Date, to perform the legal services that may be required during the Chapter 11 Cases; and the Court having jurisdiction to decide the Application and to enter this Order pursuant to 28 U.S.C. § 1334; and these Chapter 11 Cases having been referred to this Court by standing order of the U.S. District Court for the District of New Jersey; and consideration of the Application being a core proceeding pursuant to 28 U.S.C. § 157(b) upon which this Court may enter a final order consistent with Article III of the U.S. Constitution; and venue being proper in the Court pursuant to 28 U.S.C. §§ 1408 and 1409; and due and proper notice of the Application having been provided, such that no other or further notice is required or necessary under the circumstances; and the Court having determined that the legal and factual bases set forth in the Application and in the record establish just cause for entry of this Order; it is hereby **ORDERED** that:

1. The Application is **GRANTED** as set forth herein.
2. In accordance with sections 327(a) of the Bankruptcy Code, Bankruptcy Rules 2014(a) and 2016, and Local Rule 2016-1, the Debtors are hereby authorized to employ and retain Milbank as their attorneys in the Chapter 11 Cases, effective as of the Petition Date.
3. Milbank shall apply for compensation for professional services rendered and reimbursement of expenses incurred in connection with the Chapter 11 Cases in compliance with sections 330 and 331 of the Bankruptcy Code and applicable provisions of the Bankruptcy Rules, Local Rules as may then be applicable, any case-specific fee protocols established by the Court, and any order establishing procedures for interim compensation and reimbursement of expenses for professionals entered by this Court. Milbank shall make reasonable efforts to comply with the

¹ Capitalized terms used but not otherwise defined herein shall have the meanings set forth in the Application.

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U.S. Trustee's requests for information and any additional disclosures as set forth in the UST Guidelines, both in connection with the Application and the interim and final fee applications to be filed by Milbank in the Chapter 11 Cases.

4. Milbank shall provide ten (10) business days' notice prior to any future increase in Milbank's hourly rates to the Debtors, the U.S. Trustee, and any statutory committee that may be appointed in these cases and shall file such notice with the Court. All parties in interest retain rights to object to any rate increase on all grounds, including the reasonableness standard set forth in section 330 of the Bankruptcy Code, and the Court retains the right to review any rate increase pursuant to section 330 of the Bankruptcy Code.

5. Milbank is authorized, but not obligated, to apply a portion of the Retainer against its fees and expenses as they become payable in accordance with the orders of this Court, prior to seeking payment of such fees and expenses from the Debtors.

6. In order to avoid any duplication of effort and provide services to the Debtors in the most efficient and cost-effective manner, Milbank shall coordinate with Cole Schotz P.C. and any additional firms the Debtors retain regarding their respective responsibilities in these Chapter 11 Cases. As such, Milbank shall use its best efforts to avoid duplication of services provided by any of the other Debtors' professionals retained in the Chapter 11 Cases.

7. Notwithstanding anything in the Application and the Brod Declaration to the contrary, Milbank shall (a) to the extent that Milbank uses the services of independent contractors or subcontractors (collectively, the "**Contractors**") in these cases, pass through the costs of such Contractors to the Debtors at the same rate that Milbank pays the Contractors; (b) seek reimbursement for actual out-of-pocket costs only; (c) ensure that the Contractors are subject to the same conflicts checks as required for Milbank; (d) file with this Court any disclosures with respect to the Contractors required by Bankruptcy Rule 2014, and (e) attach any invoices received

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from the Contractors to its monthly fee statements, interim fee applications and/or final fee applications filed in these cases.

8. Milbank (i) shall only bill 50% for non-working travel; (ii) shall not seek the reimbursement of any fees or costs, including attorney fees and costs, arising from the defense of any objections to any of Milbank's fee applications in these cases; (iii) shall use the billing and expense categories set forth in the U.S. Trustee Guidelines (Exhibit D-1 "Summary of Compensation Requested by Project Category") or such other categories acceptable to the U.S. Trustee; and (iv) provide any and all monthly fee statements, interim fee applications, and final fee applications in "LEDES" format to the U.S. Trustee.

9. Notwithstanding anything in the Application or the Brod Declaration to the contrary, Milbank shall seek reimbursement from the Debtors' estates for its engagement-related expenses at the firm's actual cost paid.

10. To the extent the Application, the Brod Declaration, or any engagement agreement pertaining to this retention is inconsistent with this Order, the terms of this Order shall control.

11. Notice of the Application as described therein is deemed good and sufficient notice of the Application and the relief requested therein, and the requirements of the Bankruptcy Rules and the Local Rules are satisfied by such notice.

12. The Debtors and their agents are authorized to take all steps necessary or appropriate to carry out the provisions of this Order.

13. The Court retains jurisdiction to hear and determine all matters arising from or related to the implementation, interpretation or enforcement of this Order.

Form order – ntcorder

UNITED STATES BANKRUPTCY COURT

District of New Jersey
402 East State Street
Trenton, NJ 08608

Case No.: 25-23630-MBK
Chapter: 11
Judge: Michael B. Kaplan

In Re: Debtor(s) (name(s) used by the debtor(s) in the last 8 years, including married, maiden, trade, and address):

United Site Services, Inc.
118 Flanders Road
Suite 1000
Westborough, MA 01581

Social Security No.:

Employer's Tax I.D. No.:
35-2373387

**NOTICE OF JUDGMENT OR ORDER
Pursuant to Fed. R. Bankr. P. 9022**

Please be advised that on January 23, 2026, the court entered the following judgment or order on the court's docket in the above-captioned case:

Document Number: 214 – 134
ORDER AUTHORIZING THE EMPLOYMENT AND RETENTION OF MILBANK LLP AS COUNSEL FOR THE DEBTORS AND DEBTORS IN POSSESSION EFFECTIVE AS OF THE PETITION DATE (Related Doc # 134). Service of notice of the entry of this order pursuant to Rule 9022 was made on the appropriate parties. See BNC Certificate of Notice. Signed on 1/23/2026. (dmi)

Parties may review the order by accessing it through PACER or the court's electronic case filing system (CM/ECF). Public terminals for viewing are also available at the courthouse in each vicinage.

Dated: January 23, 2026

JAN: dmi

Jeanne Naughton
Clerk