



**UNITED STATES BANKRUPTCY COURT
DISTRICT OF NEW JERSEY**

In re

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

Order Filed on January 29, 2026
by Clerk
U.S. Bankruptcy Court
District of New Jersey

Case No. 25-23630 (MBK)
Chapter 11 (Jointly Administered)

**SECOND INTERIM ORDER AUTHORIZING
THE DEBTORS TO (I) PAY PREPETITION EMPLOYEE
COMPENSATION AND BENEFITS AND (II) MAINTAIN
EMPLOYEE COMPENSATION AND BENEFIT PROGRAMS**

The relief set forth on the following pages, numbered three (3) through six (6), is
ORDERED.

DATED: January 29, 2026

A handwritten signature in black ink, appearing to read "Michael B. Kaplan". The signature is written in a cursive, flowing style and is underlined.

Honorable Michael B. Kaplan
United States Bankruptcy Judge



2523630260129000000000004

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

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Debtors: United Site Services, Inc. *et al.*
Case No.: 25-23630 (MBK)
Caption of Order: Second Interim Order Authorizing the Debtors to (I) Pay Prepetition Employee Compensation and Benefits and (II) Maintain Employee Compensation and Benefit Programs

Upon the motion (the “**Motion**”)¹ of the above-captioned debtors (collectively, the “**Debtors**”) for entry of a second interim order (this “**Second Interim Order**”) authorizing them to (a) continue to maintain, in the ordinary course, its Compensation and Benefits programs and (b) pay prepetition amounts owed in connection with the foregoing; and the Court having jurisdiction to decide the Motion and to enter this Second Interim 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 Motion 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 Motion 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 Motion and in the record establish just cause for entry of this Second Interim Order; it is hereby **ORDERED** that:

1. The Motion is **GRANTED** on an interim basis as set forth herein.
2. The Debtors are authorized, but not directed, to continue to maintain, pay, honor or otherwise fulfill all Compensation and Benefits in the ordinary course, consistent with prepetition practices, as the same may be modified, amended, or supplemented from time to time in the ordinary course of business, including the Operations Incentive Plan and the Corporate Incentive Plan and the payment of Non-Insider Employee Severance, with a limited number of Employees and former Employees, as applicable, receiving funds in excess of the priority caps in sections 507(a)(4) and (5) of the Bankruptcy Code. The Debtors shall provide five (5) calendar days’ notice of any material changes to the Compensation and Benefits and any other programs described in

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

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the Motion to the U.S. Trustee and any statutory committees(s) appointed in these Chapter 11 Cases.

3. The Debtors are authorized, but not directed, to pay prepetition obligations incurred, directly or indirectly, relating to the Compensation and Benefits and related fees, costs, and expenses incident to the foregoing, including amounts owed to third-party administrators and taxing authorities.

4. Nothing in this Second Interim Order shall authorize the Debtors to make any payments to any Employees including “insiders” (as defined by section 101(31) of the Bankruptcy Code) of the Debtors on account of the Incentive Programs or Non-Insider Severance in contravention of section 503(c) of the Bankruptcy Code, in each case, without further order of this Court; *provided* that nothing herein shall prejudice the Debtors’ ability to seek approval of relief pursuant to Section 503(c) of the Bankruptcy Code under a separate motion at a later time.

5. Nothing in the Motion or this Second Interim Order shall constitute a determination by the Court as to whether any individual seeking payment pursuant to this Second Interim Order is or is not an “insider” as that term is defined in section 101(31) of the Bankruptcy Code.

6. This Second Interim Order does not implicitly or explicitly approve any bonus plan, incentive plan, severance plan or other plan covered by section 503(c) of the Bankruptcy Code.

7. The Debtors are authorized, but not directed, to pay, in the ordinary course of business, all postpetition costs and expenses incidental to the Compensation and Benefits, including all administrative and processing costs and payment to third parties.

8. The Debtors are authorized, but not directed, to forward any unpaid amounts on account of deductions, withholdings, taxes, or other amounts collected on behalf of another party to the appropriate taxing authorities or other recipient in accordance with the Debtors’ prepetition policies and practices.

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9. Notwithstanding anything to the contrary herein, the Debtors are authorized, but not directed, to pay any accrued but unused Employee Leave Benefits to any Employee whose employment terminates postpetition where the failure to do so would result in a violation of applicable federal, state, or foreign law.

10. Nothing contained in the Motion or this Second Interim Order or any actions taken by the Debtors pursuant to the relief granted by this Second Interim Order is intended (and should not be construed) as: (a) an admission as to the amount of, basis for, priority, or validity of any particular claim under the Bankruptcy Code or applicable non-bankruptcy law; (b) a waiver of the Debtors' or any other party's right to dispute any claim; (c) a promise or requirement to pay any particular claim; (d) an implication or admission that any particular claim is of a type described in the Motion or any order granting the relief requested therein; (e) a request or authorization to assume, adopt, or reject any agreement, contract, or lease pursuant to section 365 of the Bankruptcy Code; (f) an admission as to the validity, priority, enforceability, or perfection of any lien on, security interest in, or other encumbrance on the property of, the Debtors' estates, and the Debtors expressly reserve their rights to contest the extent, validity, or perfection, or to seek avoidance of any and all liens, security interests, and other encumbrances; (g) a waiver of any claims or causes of action which may exist against any entity under the Bankruptcy Code or any other applicable law; or (h) the granting of an administrative claim on account of any Compensation and Benefits obligation.

11. The banks and financial institutions on which checks were drawn or electronic payment requests made in payment of the Compensation and Benefits approved herein are authorized, to receive, process, honor, and pay all such checks and electronic payment requests when presented for payment, and all such banks and financial institutions are authorized, but not directed, to rely on the Debtors' designation of any particular check or electronic payment request as approved by this Second Interim Order.

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12. Within two (2) business days of the entry of this Second Interim Order, the Debtors shall serve a copy of this Second Interim Order on each applicable bank and financial institution that is directed to comply with the terms of this Second Interim Order.

13. The Debtors are authorized and directed, to issue or effectuate, as applicable, checks, wire transfers, ACH transfers, and other debits or electronic means, in replacement of any checks or fund transfer requests that are dishonored because of the filing of the Chapter 11 Cases with respect to prepetition amounts that are authorized to be paid under this Second Interim Order or any other order of the Court.

14. Nothing in this Second Interim Order authorizes the Debtors to accelerate any payments not otherwise due.

15. Notwithstanding anything to the contrary in this Second Interim Order, any payment made, or authorization contained, under this Second Interim Order, shall be subject to the "Approved Budget" as defined in the orders of the Court approving the debtor in possession financing in these Chapter 11 Cases.

16. Notice of the Motion as described therein shall be deemed good and sufficient notice of the Motion and the relief requested therein, and the requirements of Bankruptcy Rule 6004(a) and the Local Rules are satisfied by such notice.

17. Notwithstanding Bankruptcy Rule 6004(h) or any other provision of the Bankruptcy Rules or Local Rules, this Second Interim Order shall be effective and enforceable immediately upon its entry.

18. The Debtors and their agents are authorized to take all steps necessary or appropriate to carry out this Second Interim Order.

19. The Court retains jurisdiction over all matters arising from or related to the implementation, interpretation or enforcement of this Second Interim Order.