

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

*In re*

**UNITED SITE SERVICES, INC. et al.<sup>1</sup>**  
Debtors.

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

**DECLARATION IN SUPPORT OF EMPLOYMENT OF  
THE CROSSROADS GROUP LABOR RELATIONS CONSULTANTS AS  
PROFESSIONAL UTILIZED IN THE ORDINARY COURSE OF  
BUSINESS**

I, Michael Dana Penn, pursuant to 28 U.S.C. § 1746, hereby declare that the following is true to the best of my knowledge, information, and belief.

1. I am a Partner of The Crossroads Group Labor Relations Consultants, located at 63 Via Pico Plaza, Suite 505, San Clemente, California 92672 (the “**Company**”).

2. United Site Services, Inc. and its affiliated debtors and debtors in possession (collectively, the “**Debtors**”) have requested that the Company provide labor relations consulting services to the Debtors, and the Company has consented to provide such services.

3. The Company may have in the past performed and may in the future perform services, in matters unrelated to the Debtors’ Chapter 11 Cases, for persons that are parties in interest in these cases. As part of its customary practice, the Company is retained in cases, proceedings, and transactions involving many different parties, some of whom may represent or be claimants, employees of the Debtors, or other parties-in-interest in these cases. The Company does not perform services for any such persons in connection with these cases. In addition, the

<sup>1</sup> 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](http://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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Company does not have any relationship with any such persons, their attorneys, or accountants that would be adverse to the Debtors or their estates.

4. Neither I, nor any principal of or professional employed by the Company has agreed to share or will share any portion of the compensation to be received from the Debtors with any other person other than the principals and regular employees of the Company.

5. Neither I, nor any principal of, or professional employed by the Company, insofar as I have been able to discover, holds or represents any interest adverse to the Debtors or their estates.

6. The Company agreed to waive all unpaid amounts for services rendered prior to the Petition Date; *provided* that any such prepetition claim shall be reinstated upon confirmation of a plan of reorganization that provides that holders of general unsecured claims shall be paid in full.

7. As of the date on which the Debtors commenced these Chapter 11 Cases, the Company was not party to an agreement for indemnification with the Debtors.

8. As of the date on which the Debtors commenced these Chapter 11 Cases, the Company was party to an agreement that contains dispute resolution language. The Company agrees that such dispute resolution language is not in effect during the pendency of these Chapter 11 Cases.

9. The Company expects to use independent contractors or subcontractors in connection with providing services to the Debtors. The name(s) of the independent contractor(s) or subcontractor(s) (as applicable) are as follows: Wildine Barrett, Bridge Labor Solutions; and Jose Carballo, Ethical Labor Solution. The independent contractors or subcontractors (to the extent they are attorneys, accountants, or other agents) have represented that they do not hold an interest adverse to the Debtors with respect to the matter on which such independent contractor's or subcontractor's services are to be used.

10. At any time during the period of its employment, if the Company discovers any facts bearing on the matters described herein, the Company will supplement the information contained in this Declaration.

11. I, or a representative of the Company, have read and am familiar with the requirements of the *Order (I) Authorizing Employment and Payment of Professionals Utilized in the Ordinary Course of Business and (II) Granting Related Relief*.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Dated: February 16, 2026

Michael Dana Penso  
[Declarant]

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

*In re*

**UNITED SITE SERVICES, INC. *et al.*<sup>1</sup>**  
Debtors.

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

**RETENTION QUESTIONNAIRE**

**To be completed by each Ordinary Course Professional employed by the Debtors and returned to:**

**MILBANK LLP**

Dennis F. Dunne (*pro hac vice*)  
Samuel A. Khalil (*pro hac vice*)  
Matthew Brod (*pro hac vice*)  
Lauren C. Doyle (*pro hac vice*)  
Benjamin M. Schak (*pro hac vice*)  
55 Hudson Yards  
New York, NY 10001  
Telephone: 1 (212) 530-5000  
DDunne@Milbank.com  
SKhalil@Milbank.com  
MBrod@Milbank.com  
LDoyle@Milbank.com  
BSchak@Milbank.com

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

**COLE SCHOTZ P.C.**

Michael D. Sirota  
Felice R. Yudkin  
Daniel J. Harris  
Court Plaza North, 25 Main Street  
Hackensack, NJ 07601  
Telephone: 1 (201) 489-3000  
MSirota@coleschotz.com  
FYudkin@coleschotz.com  
DHarris@coleschotz.com

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

If more space is needed, please complete on a separate page and attach.

<sup>1</sup> 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](http://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.

1. Name and address of firm:

The Crossroads Group Labor Relations Consultants

63 Via Pico Plaza, Suite 505

San Clemente, California 92672

2. Date of retention:

September 15, 2025 (Most recent)

3. Type of services provided (accounting, legal, etc.):

Labor relations consulting services

4. Brief description of services to be provided:

Educating management and employees of the latter's rights under the National Labor Relations Act and providing them information regarding third-party representation

5. Arrangements for compensation (hourly, contingent, etc.):

Consulting services on a fee-for-service basis at the hourly rate of \$475.00 plus customary and reasonable expenses

(a) Average hourly rate (if applicable):

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(b) Estimated average monthly compensation (based on prepetition retention if the firm was employed prepetition):

\$23.450

6. Prepetition claims against or interests in the Debtors held by the firm (if any):

None

7. Repetition claims against or interests in the Debtors held individually by any member, associate, or professional employee of the firm:

None

8. Nature and description of any interest adverse to the Debtors or to their estates with respect to the matters on which the above-named firm is to be employed:

None

9. Name and title of individual completing this Retention Questionnaire:

Michael Dana Penn, Partner

The Crossroads Group Labor Relations Consultants

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Dated: February 16, 2026

Michael Dana Penn  
[Declarant]