



Order Filed on February 18, 2025
by Clerk
U.S. Bankruptcy Court
District of New Jersey

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

DEBEVOISE & PLIMPTON LLP

M. Natasha Labovitz (admitted *pro hac vice*)
Sidney P. Levinson (admitted *pro hac vice*)
Elie J. Worenklein
Rory B. Heller (admitted *pro hac vice*)
66 Hudson Boulevard
New York, NY 10001
Telephone: (212) 909-6000
Facsimile: (212) 909-6836
nlabovitz@debevoise.com
slevinson@debevoise.com
eworenklein@debevoise.com
rbheller@debevoise.com

COLE SCHOTZ P.C.

Michael D. Sirota
Warren A. Usatine
Felice R. Yudkin
Ryan T. Jareck
Court Plaza North, 25 Main Street
Hackensack, NJ 07601
Telephone: (201) 489-3000
Facsimile: (201) 489-1536
msirota@coleschotz.com
wusatine@coleschotz.com
fyudkin@coleschotz.com
rjareck@coleschotz.com

Co-Counsel to the Debtor and Debtor in Possession

In re:

CCA Construction, Inc.,¹

Debtor.

Case No. 24-22548 (CMG)

Chapter 11

Judge: Christine M. Gravelle

DATED: February 18, 2025

Honorable Christine M. Gravelle
United States Bankruptcy Judge

¹ The last four digits of CCA's federal tax identification number are 4867 of this chapter 11 case is 445 South Street, Suite 310, Morristown, NJ



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Debtor: CCA Construction, Inc.

Case No.: 24-22548 (CMG)

Caption of Order: Final Order (I) Authorizing the Debtor to Pay and Honor Certain
Prepetition Wages, Benefits and Other Obligations, and
(II) Granting Related Relief

**FINAL ORDER (I) AUTHORIZING THE DEBTOR TO PAY
AND HONOR CERTAIN PREPETITION WAGES, BENEFITS AND
OTHER OBLIGATIONS, AND (II) GRANTING RELATED RELIEF**

The relief set forth on the following pages, numbered two (2) through seven (7), is
ORDERED.

Upon CCA's motion filed on the Petition Date [Docket No. 7] (the "**Motion**")¹ pursuant to sections 105, 362, 363, 503, 507, 541, 1107, and 1108 of the Bankruptcy Code, for entry of an order (i) authorizing CCA to pay and honor certain prepetition wages, benefits and other obligations, and (ii) granting related relief, all as more fully set forth in the Motion; and upon consideration of the First Day Declarations; and the Court having jurisdiction to consider the Motion and the relief requested therein pursuant to 28 U.S.C. §§ 157 and 1334 and the *Standing Order of Reference to the Bankruptcy Court Under Title 11* of the United States District Court for the District of New Jersey, entered July 23, 1984, and amended on September 18, 2012 (Simandle, C.J.); and this Court having found that venue of this proceeding and the Motion in this district is proper pursuant to 28 U.S.C. §§ 1408 and 1409; and this Court having found that CCA's notice of the Motion was appropriate under the circumstances and no other notice need be provided; and this Court having reviewed the Motion and having heard the statements in support of the relief requested therein at a hearing before this Court; and this Court having determined that the legal and factual bases set forth in the Motion establish just cause for the relief granted herein, and that such relief is in the best interests of CCA, its estate, its creditors, and all parties in interest, and the relief requested is necessary to avoid immediate and irreparable harm to CCA and its estate; and upon all of the proceedings had before the Court and after due deliberation and sufficient cause appearing therefor IT IS HEREBY ORDERED THAT:

1. The Motion is granted on a final basis as set forth herein.

¹ Capitalized terms used but not defined herein shall have the meanings ascribed to them in the Motion.

2. CCA is hereby authorized, but not directed, to honor and pay, in the ordinary course of business, in accordance with CCA's prepetition policies and practices and in CCA's sole discretion, prepetition amounts (if any) outstanding on account of the following Employee Obligations and to continue the following Employee Obligations postpetition in the ordinary course of business: (a) Compensation Obligations; (b) Payroll Processor Fees; (c) Expense Reimbursement Obligations; (d) Payroll Taxes; (e) Severance Practice; (f) Health and Welfare Plans; (g) PTO Plans; (h) the 401(k) Plan and the Employer 401(k) Contributions; (i) Workers' Compensation Programs; (j) Employee Referral Program; (k) Incentive Programs; and (l) Visa Program.

3. CCA is authorized in its discretion, to maintain, and continue to honor and pay all amounts with respect to, the Compensation Obligations and Employee Benefit Obligations as such were in effect as of the commencement of the chapter 11 case and as such may be modified, amended, or supplemented from time to time, in the ordinary course of business and to honor and pay any fees, costs, and expenses incident to the Compensation Obligations and Employee Benefit Obligations, including amounts owed to third-party administrators.

4. Pursuant to section 362(d) of the Bankruptcy Code, the automatic stay is modified, without further order of this Court, if and solely to the extent necessary to authorize: (a) Employees to proceed with their claims (whether arising before or after the Petition Date) under the Workers' Compensation Program in the appropriate judicial or administrative forum, and Employees are authorized to so proceed; (b) CCA to continue the Workers' Compensation Program and pay all prepetition and postpetition amounts relating thereto in the ordinary course of business, consistent with prepetition practices, and (c) insurers and third-party administrators to handle, administer,

defend, settle, or pay workers' compensation claims. The modification of the automatic stay set forth in this paragraph pertains solely to claims under the Workers' Compensation Program.

5. Nothing contained herein is intended or should be construed to create an administrative priority claim on account of any Employee Obligations.

6. CCA is authorized, but not directed, to pay and honor all COBRA Obligations, if any, whether arising prepetition or postpetition, on account of the Severance Practice and to continue to comply with its Severance Practice postpetition in the ordinary course of business consistent with prepetition practices (including payments to individuals on account of prepetition claims in excess of \$15,150 as set forth in sections 507(a)(4) and 507(a)(5) (the "**Statutory Cap**")); *provided that* nothing in the Motion or this Final Order shall be construed as approving any payment pursuant to 503(c) of the Bankruptcy Code, and a separate motion will be filed for any requests that are governed by section 503(c) of the Bankruptcy Code and that CCA shall not make any severance payments to any "insiders" (as that term is defined in section 101(31) of the Bankruptcy Code) without further order of this Court. Nothing in the Motion or this Final Order shall constitute a determination by the Court as to whether any individual seeking payment pursuant to this Final Order is or is not an "insider" as that term is defined in section 101(31) of the Bankruptcy Code.

7. Before satisfying any prepetition payments to any non-insider Employee due and payable under the Severance Practice in excess of the Statutory Cap, CCA shall provide five business days' advance notice to the Office of the United States Trustee and counsel to any statutory committee appointed in this chapter 11 case. The Office of the United States Trustee or any committee may file an objection to any proposed payment within three business days' advance notice, which objection shall be subject to mutual resolution of the Office of the United States

Trustee or the statutory committee and CCA or, if no such mutual resolution can be reached, resolution by the Court.

8. CCA is authorized to forward any unpaid amounts on account of any Employee deductions or Payroll Taxes to the appropriate third-party recipients or Taxing Authorities, as applicable, in the ordinary course of business, consistent with prepetition practice.

9. All applicable banks and financial institutions are authorized, when requested by CCA, to receive, process, honor, and pay, any and all checks or electronic payment requests when presented for payment from CCA's accounts to the extent of available funds, whether those checks or requests were presented or initiated before or after the Petition Date, and all such banks and financial institutions are authorized to rely on CCA's designation of any particular check or electronic payment request as approved by this Final Order.

10. CCA is authorized to issue postpetition checks or to effect postpetition fund transfer requests in replacement of any checks or fund transfer requests in respect of the any obligations dishonored or rejected as a consequence of the commencement of CCA's chapter 11 case.

11. Notwithstanding the relief granted herein and any actions taken hereunder, nothing contained in the Motion or this Final Order or any payment made pursuant to this Final Order shall constitute, nor is it intended to constitute: (a) an admission as to the amount, basis, or validity of any particular claim against CCA; (b) a waiver of CCA's rights to dispute any particular claim on any grounds; (c) a promise or requirement to pay any particular claim; (d) an implication or admission that any particular claim is of a type specified or defined in the Motion; (e) a request or authorization to assume any agreement, contract, or lease pursuant to section 365 of the Bankruptcy Code; (f) an admission relating to any lien, security interest or other encumbrance on property of

CCA's estate; or (g) a waiver or limitation of any of CCA's rights under the Bankruptcy Code or other applicable law.

12. Under the circumstances of this chapter 11 case, notice of the Motion is adequate, and the notice requirements of Bankruptcy Rule 6004(a) and the Local Rules are satisfied by such notice.

13. The requirement set forth in Local Rule 9013-1(a)(3) that any motion be accompanied by a memorandum of law is hereby satisfied by the contents of the Motion or otherwise waived.

14. Notwithstanding any applicability of Bankruptcy Rule 6004(h), this Final Order shall be immediately effective and enforceable upon its entry.

15. CCA is authorized and empowered to take all actions as may be necessary and appropriate to implement the terms of this Final Order.

16. This Court retains exclusive jurisdiction with respect to all matters arising from or related to the implementation, interpretation, and enforcement of this Final Order.