

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE**

In re:

TEMPLAR ENERGY LLC, *et al.*,¹

Debtors.

Chapter 11

Case No. 20-11441 (BLS)

(Jointly Administered)

Ref. Docket Nos. 12 & 60

**FINAL ORDER AUTHORIZING PAYMENT OF CERTAIN PREPETITION
EMPLOYEE WAGES AND BENEFITS, AND GRANTING RELATED RELIEF**

Upon the *Debtors' Motion for Entry of Interim and Final Orders Authorizing Payment of Certain Prepetition Employee Wages and Benefits, and Granting Related Relief* (the "Motion")² filed by the above-captioned debtors and debtors-in-possession (collectively, the "Debtors") for the entry of interim and final orders, pursuant to sections 105(a), 363(b), 363(c), 507(a)(4), and 507(a)(5) of the Bankruptcy Code, Bankruptcy Rules 6003 and 6004, and Local Rule 9013-1, (a) authorizing, but not directing, the Debtors to: (i) pay accrued prepetition wages, salaries, and other compensation to their Employees and Independent Contractors; (ii) continue the Debtors' Credit Card Program and Fuel Card Program; (iii) honor any prepetition obligations in respect of, and continue in the ordinary course of business, the Employee Benefits programs; (iv) remit Wage Deductions, Trust Fund Taxes, and Payroll Taxes; and (v) pay Unpaid Payroll Processor Fees; and (b) granting related relief; and it appearing that this Court has jurisdiction to consider the Motion in accordance with 28 U.S.C. §§ 157 and 1334 and the *Amended Standing Order of Reference* from the United States District Court for the District

¹ The Debtors in these chapter 11 cases, along with the last four digits of each Debtor's federal tax identification number, are: Templar Energy LLC (4719), TE Holdcorp, LLC (6730), TE Holdings, LLC (3115), TE Holdings II, LLC (N/A), Templar Operating LLC (0810), Templar Midstream LLC (3275), and TE Holdings Management LLC (7467). The address of the Debtors' corporate headquarters is 4700 Gaillardia Parkway, Suite 200, Oklahoma City, Oklahoma 73142.

² Capitalized terms used but not otherwise defined herein shall have the meanings set forth in the Motion.



of Delaware, dated as of February 29, 2012; and it appearing that venue of the Debtors' Chapter 11 Cases and the Motion in this district is proper pursuant to 28 U.S.C. §§ 1408 and 1409; and it appearing that this matter is a core proceeding pursuant to 28 U.S.C. § 157(b); and this Court having determined that it may enter a final order consistent with Article III of the United States Constitution; and it appearing that proper and adequate notice of the Motion has been given and that no other or further notice is necessary; and a hearing having been held to consider the relief requested in the Motion; and upon consideration of the First Day Declaration; and upon the record of the hearing and all of the proceedings had before this Court; and this Court having previously entered that certain *Interim Order Authorizing Payment of Certain Prepetition Employee Wages and Benefits, and Granting Related Relief* [D.I. 60]; and this Court having found and determined that the relief sought in the Motion is in the best interests of the Debtors, their estates, their creditors and all other parties-in-interest; and that the legal and factual bases set forth in the Motion establish just cause for the relief granted herein; 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.
2. Upon entry of this Final Order, the Debtors are authorized, but not directed, to pay and/or honor (including to any third parties that provide or aid in the monitoring, processing or administration of the Employee Wages and Benefits), in their sole discretion, the Employee Wages and Benefits, and related obligations, including the Wage Deductions, Trust Fund Taxes, Payroll Taxes, and Unpaid Payroll Processor Fees, as and when such obligations are due, all as more fully described in the motion; *provided, however*, that no Employee shall be paid more than \$13,650 in the aggregate relating to the prepetition obligations arising pursuant to the Employee Wages and Benefits.

3. The Debtors are authorized, but not directed, to continue the Employee Severance Program, which may be amended, modified, or supplemented from time to time in the ordinary course of business, on a postpetition basis in the ordinary course of business with respect to Employees that may be terminated after the Petition Date and to pay any obligations thereunder, subject in all respect to the cap set forth in section 503(c)(2) of the Bankruptcy Code, as applicable; *provided* that the Debtors shall not be authorized to make payments in excess of \$650,000 pursuant to this Final Order.

4. The Debtors are authorized, but not directed, to continue the KERP on a postpetition basis, *provided*, that no payments will be made to any insider (as defined in section 101(31) of the Bankruptcy Code) pursuant to the KERP and that the Debtors shall not be authorized to make payments in excess of \$1.08 million pursuant to this Final Order.

5. Nothing in this Final Order shall be deemed to violate or permit a violation of section 503(c) of the Bankruptcy Code.

6. The Debtors are authorized, in their discretion, in the ordinary course of their business on a postpetition basis, to (a) continue to pay, honor, administer, or otherwise satisfy the Employee Wages and Benefits, (b) withhold and remit to the applicable third-parties Wage Deductions, Trust Fund Taxes, and Payroll Taxes, and (c) pay the Payroll Processor Fees.

7. The Debtors are authorized to continue the Credit Card Program and Fuel Card Program subject to the terms and conditions thereof, and are further authorized to pay outstanding prepetition balances, charges, and fees due with respect to the Credit Cards and Fuel Cards. All obligations arising from the prepetition and postpetition usage of the Credit Cards and Fuel Cards may be offset against the respective payments in the ordinary course of business without further Court order.

8. Notwithstanding anything in the contrary contained herein, any payments made or to be made by the Debtors under this Final Order, any authorization contained in this Final Order, shall be in compliance with, and shall be subject to, any applicable budget and/or cash collateral authorization requirements set forth in any order approving the Debtors' postpetition financing facilities and/or use of cash collateral.

9. All applicable banks and other financial institutions are hereby authorized to receive, process, honor, and pay any and all checks, drafts, wires, check transfer requests, automated clearing house transfers, and other payment orders drawn or issued by the Debtors under this Final Order, whether presented or issued before or after the Petition Date to the extent the Debtors have good funds standing to their credit with such bank or other financial institution. Such banks and financial institutions are authorized to rely on representations of the Debtors as to which checks, electronic funds transfer requests, and payment orders are authorized to be paid pursuant to this Final Order without any duty of further inquiry and without liability for following the Debtors' instructions.

10. The Debtors are authorized to issue postpetition checks, or to effect postpetition fund transfer requests, in replacement of any checks or fund transfer requests that are dishonored as a consequence of these Chapter 11 Cases with respect to prepetition amounts owed in connection with any Employee Wages and Benefits or related amounts due to any third parties that provide or aid in the monitoring, processing or administration of the Employee Wages and Benefits, including the Wage Deductions, Trust Fund Taxes, Payroll Taxes, and Unpaid Payroll Processor Fees.

11. Notwithstanding the relief granted in this Final Order and any actions taken pursuant to such relief, 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 validity or priority of any claim or lien (or the priority thereof) against the Debtors, (b) a waiver of the Debtors' or any party-in-interest's rights to subsequently dispute or contest such claim or lien on any grounds, (c) a promise or requirement to pay any claim, (d) an implication or admission that any particular claim is of a type specified or defined in this Final Order or the Motion, (e) a request or authorization to assume or adopt any agreement, contract, or lease under section 365 of the Bankruptcy Code, or (f) a waiver of the Debtors' or any other party-in-interest's rights under the Bankruptcy Code or applicable law.

12. Notice of the Motion as provided therein is hereby deemed good and sufficient notice of such Motion and the requirements of Bankruptcy Rule 6004(a) and the Local Rules are satisfied by such notice.

13. Notwithstanding Bankruptcy Rule 6004(h), the terms and conditions of this Final Order shall be immediately effective and enforceable upon its entry.

14. The Debtors are authorized to take all actions necessary to effectuate the relief granted in this Final Order in accordance with the Motion.

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

Dated: June 29th, 2020 Wilmington,
Delaware



BRENDAN L. SHANNON UNITED STATES BANKRUPTCY
JUDGE