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2001 MAY 14 PM 6:03  
UNITED STATES  
BANKRUPTCY COURT  
PATRICIA GRAY, CLERK  
EOD MAY 15 2001

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Attorneys for the Debtors and  
Debtors-in-Possession

IN THE UNITED STATES BANKRUPTCY COURT  
FOR THE DISTRICT OF NEVADA

In re  
  
WASHINGTON GROUP  
INTERNATIONAL, INC., et al.,  
  
Debtors.

Case No. BK-N- 01-31477  
(Chapter 11)

ORDER AUTHORIZING (A)  
PAYMENT OF PREPETITION WAGES,  
SALARIES, AND EMPLOYEE BENEFITS,  
(B) AUTHORIZING DEBTORS TO CONTINUE  
EMPLOYEE BENEFIT PLANS AND PROGRAMS  
POSTPETITION, (C) CONFIRMING THAT  
DEBTORS ARE ABLE TO PAY WITHHOLDING  
AND PAYROLL-RELATED TAXES AND  
(D) DIRECTING ALL BANKS TO HONOR  
PREPETITION CHECKS FOR PAYMENT OF  
PREPETITION EMPLOYEE OBLIGATIONS

Hearing Date: May 14, 2001  
Hearing Time: 1:00 p.m.

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Upon the motion, dated May 13, 2001 (the "Motion"),<sup>1</sup> of the above-captioned debtors and debtors-in-possession (collectively, the "Debtors"), for an order under 11 U.S.C. §§ 105(a), 507(a)(3) and 507(a)(4)(a) authorizing the Debtors (i) to pay or otherwise honor various employee-related prepetition obligations of the Debtors to, or for the benefit of, employees, (ii) authorizing the Debtors to continue postpetition the employee benefit plans and programs in effect immediately prior to the filing of this case, (iii) confirming that the Debtors are permitted to pay any and all local, state and federal withholding and payroll-related taxes relating to prepetition periods, and (iv) directing all banks to honor prepetition checks for payment of the Debtors' prepetition employee obligations; and upon the Affidavit of Stephen G. Hanks in Support of Chapter 11 Petitions and First-Day Orders sworn to on May 13, 2001; and this Court having determined that granting the relief requested in the Motion is in the best interests of the Debtors, their estates and creditors; and upon the record herein; and after due deliberation thereon; and good and sufficient cause appearing therefor, it is hereby

ORDERED, ADJUDGED AND DECREED THAT:

1. The Motion is GRANTED.

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<sup>1</sup> All capitalized terms not otherwise defined herein shall have the meanings ascribed to them in the Motion.

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2. The Debtors are authorized to pay or otherwise honor the Prepetition Employee Obligations to, or for the benefit of, the Employees and Job Shoppers, provided, however the Debtors are not authorized to honor the "cash payout" of accrued PTO, but are otherwise authorized to honor PTO to pay Employees for days on which they do not work (e.g., for paid vacation and sickdays).

3. The Debtors are authorized to continue postpetition the Employee benefit plans and programs in effect immediately prior to the filing of this case.

4. The banks upon which any checks are drawn in payment of the Prepetition Employee Obligations, either before, on or after the Petition Date, are authorized and directed to honor upon presentation any such checks.

5. Such banks are authorized and directed to rely on the representations of the Debtors as to which checks are in payment of the Prepetition Employee Obligations.

6. The Debtors are authorized to pay any and all withholding taxes, social security taxes and other payroll taxes (local, state and federal) in the ordinary course of business (or have such taxes paid on the Debtors' behalf by a third party payroll administrator), whether such taxes relate to the period before or after the Petition Date.

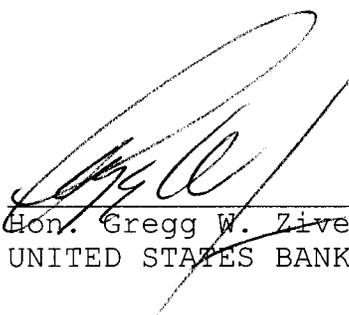
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7. Any party receiving payment from the Debtors is authorized and directed to rely upon the representations of the Debtors as to which payments are authorized by this Order.

8. This Order is without prejudice to the Debtors' right to seek authority to honor the cash payout aspect of PTO.

9. Neither the provisions contained herein, nor any payments made by the Debtors pursuant to the Motion, shall be deemed an assumption of any Employee benefit plan, program or contract, or otherwise affect the Debtors' rights under 11 U.S.C. § 365 to assume or reject any executory contract between the Debtors and any Employee.

Dated: Reno, Nevada  
May 14, 2001

  
\_\_\_\_\_  
Hon. Gregg W. Zive  
UNITED STATES BANKRUPTCY JUDGE