Fill in this information to identify the case:

Debtor 1 Limetree Bay Refining, L.L.C.

Debtor 2 (Spouse, if filing)

United States Bankruptcy Court for the: Southern District of Texas

Case number 21-32351-11

RECEIVED

AUG 23 2021

BMC GROUP

United States Courts
Southern District of Texas
FILED

AUG 16 2021

Nathan Ochsner, Clerk of Court

Official Form 410

Proof of Claim

04/19

Read the instructions before filling out this form. This form is for making a claim for payment in a bankruptcy case. Do not use this form to make a request for payment of an administrative expense. Make such a request according to 11 U.S.C. § 503.

Filers must leave out or redact information that is entitled to privacy on this form or on any attached documents. Attach redacted copies of any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements. **Do not send original documents;** they may be destroyed after scanning. If the documents are not available, explain in an attachment.

A person who files a fraudulent claim could be fined up to $500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Fill in all the information about the claim as of the date the case was filed. That date is on the notice of bankruptcy (Form 309) **that you received.**

Part 1: Identify the Claim

1. Who is the current creditor?

Fred A. Flint
Name of the current creditor (the person or entity to be paid for this claim)

Other names the creditor used with the debtor _____

2. Has this claim been acquired from someone else?

☑ No
☐ Yes. From whom? _____

3. Where should notices and payments to the creditor be sent?

Federal Rule of Bankruptcy Procedure (FRBP) 2002(g)

Where should notices to the creditor be sent?

Fred A. Flint
Name

9582 Estate Cottage
Number Street

Christiansted VI 00820
City State ZIP Code

Contact phone (340) 332-2213

Contact email flintalden@yahoo.com

Where should payments to the creditor be sent? (if different)

same
Name

Number Street

City State ZIP Code

Contact phone _____

Contact email _____

Uniform claim identifier for electronic payments in chapter 13 (if you use one):

_____

4. Does this claim amend one already filed?

☑ No
☐ Yes. Claim number on court claims registry (if known) _____ Filed on _____ MM / DD / YYYY

5. Do you know if anyone else has filed a proof of claim for this claim?

☑ No
☐ Yes. Who made the earlier filing? _____

LIMETREE POC
00033

Part 2: Give Information About the Claim as of the Date the Case Was Filed

6. **Do you have any number you use to identify the debtor?**
☑ No
☐ Yes. Last 4 digits of the debtor's account or any number you use to identify the debtor: ___ ___ ___ ___

7. **How much is the claim?** $ 11,475.00 . **Does this amount include interest or other charges?**
☑ No
☐ Yes. Attach statement itemizing interest, fees, expenses, or other charges required by Bankruptcy Rule 3001(c)(2)(A).

8. **What is the basis of the claim?**
Examples: Goods sold, money loaned, lease, services performed, personal injury or wrongful death, or credit card.
Attach redacted copies of any documents supporting the claim required by Bankruptcy Rule 3001(c).
Limit disclosing information that is entitled to privacy, such as health care information.

Unpaid wages

9. **Is all or part of the claim secured?**
☑ No
☐ Yes. The claim is secured by a lien on property.

Nature of property:
☐ Real estate. If the claim is secured by the debtor's principal residence, file a *Mortgage Proof of Claim Attachment* (Official Form 410-A) with this *Proof of Claim.*
☐ Motor vehicle
☐ Other. Describe: _____

Basis for perfection: _____
Attach redacted copies of documents, if any, that show evidence of perfection of a security interest (for example, a mortgage, lien, certificate of title, financing statement, or other document that shows the lien has been filed or recorded.)

Value of property: $_____
Amount of the claim that is secured: $ 0.00
Amount of the claim that is unsecured: $ 11,475.00 (The sum of the secured and unsecured amounts should match the amount in line 7.)

Amount necessary to cure any default as of the date of the petition: $_____

Annual Interest Rate (when case was filed)_____%
☐ Fixed
☐ Variable

10. **Is this claim based on a lease?**
☑ No
☐ Yes. **Amount necessary to cure any default as of the date of the petition.** $_____

11. **Is this claim subject to a right of setoff?**
☑ No
☐ Yes. Identify the property: _____

12. Is all or part of the claim entitled to priority under 11 U.S.C. § 507(a)?

A claim may be partly priority and partly nonpriority. For example, in some categories, the law limits the amount entitled to priority.

☐ No

☑ Yes. *Check one:*

	Amount entitled to priority
☐ Domestic support obligations (including alimony and child support) under 11 U.S.C. § 507(a)(1)(A) or (a)(1)(B).	$
☐ Up to $3,025* of deposits toward purchase, lease, or rental of property or services for personal, family, or household use. 11 U.S.C. § 507(a)(7).	$
☑ Wages, salaries, or commissions (up to $13,650*) earned within 180 days before the bankruptcy petition is filed or the debtor's business ends, whichever is earlier. 11 U.S.C. § 507(a)(4).	$ 11,475.00
☐ Taxes or penalties owed to governmental units. 11 U.S.C. § 507(a)(8).	$
☐ Contributions to an employee benefit plan. 11 U.S.C. § 507(a)(5).	$
☐ Other. Specify subsection of 11 U.S.C. § 507(a)(__) that applies.	$

* Amounts are subject to adjustment on 4/01/22 and every 3 years after that for cases begun on or after the date of adjustment.

Part 3: Sign Below

The person completing this proof of claim must sign and date it. FRBP 9011(b).

If you file this claim electronically, FRBP 5005(a)(2) authorizes courts to establish local rules specifying what a signature is.

A person who files a fraudulent claim could be fined up to $500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Check the appropriate box:

☑ I am the creditor.

☐ I am the creditor's attorney or authorized agent.

☐ I am the trustee, or the debtor, or their authorized agent. Bankruptcy Rule 3004.

☐ I am a guarantor, surety, endorser, or other codebtor. Bankruptcy Rule 3005.

I understand that an authorized signature on this *Proof of Claim* serves as an acknowledgment that when calculating the amount of the claim, the creditor gave the debtor credit for any payments received toward the debt.

I have examined the information in this *Proof of Claim* and have a reasonable belief that the information is true and correct.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on date 08/06/2021
MM / DD / YYYY

Fred A. Flint
Signature

Print the name of the person who is completing and signing this claim:

Name: Fred Alden Flint
First name | Middle name | Last name

Title:

Company:
Identify the corporate servicer as the company if the authorized agent is a servicer.

Address: 9582 Estate Cottage
Number Street

Christiansted | VI | 00820
City | State | ZIP Code

Contact phone: (340) 332-2213 Email: flintalden@yahoo.com

GOVERNMENT OF
THE VIRGIN ISLANDS OF THE UNITED STATES

DEPARTMENT OF LABOR

2203 Church Street - Christiansted
St. Croix, VI 00820-4612
(340) 773-1994
Fax (340) 773-0094

P. O. Box 302608 - Charlotte Amalie
St. Thomas, VI 00803-2608
(340) 776-3700
Fax (340) 774-5908 or 777-4803

DIVISION OF LABOR RELATIONS

WAGE & HOUR SECTION	EMPLOYMENT INFORMATION FORM
Wage Claim Form	WH-9 12/81

I. CLAIMAINT INFORMATION — CLAIM NUMBER

Name (Print first, middle & last name):

Mr. FRED ALDEN FLINT

Ms.

Date: 7/9/21

Phone: (340) 332-2213 Home

Phone: (340) 692-3054 Work

Phone: (281) 739-0304 Other

Social Security Number: 009-38-0240

Physical Address: 582 ESTATE COTTAGE, C'sted, VI Zip 00820

Mailing Address: 9582 ESTATE COTTAGE, C'sted, VI Zip 00820

Check one of these boxes:

☒ Present employee of establishment ☐ Former employee of establishment ☐ Other _____ (Specify: relative, union, etc.)

II. ESTABLISHMENT INFORMATION

Name of Establishment: LIMETREE BAY REFINING

Address of Establishment: 1 ESTATE HOPE, C'sted, VI 00820

Authorized Representative: Jeff Rinker, CEO Phone: (832) 335-0406

Estimate number of Employees 300 Does the firm have branches? ☐ Yes ☒ No ☐ Don't Know

If yes, name one or two locations: _____

Nature of establishment's business: (for example: hotel, restaurant, shoe store, construction, school, farm, hospital, etc.)

Oil Refinery

III. EMPLOYMENT INFORMATION

Period employed (month, year) From: April, 2019 To: Present (If still there, state present)

Date of Birth if under 21: Month: December Day: 8 Year: 1957

Give your Job Title: Director, Economics & Planning

Describe briefly the kind of work you do: Refinery economics, production planning

Page 2
Wage Claim Form

Method of payment: $ 4,413.47 (rate) per week (hour, week, month, etc.)

Enter in the boxes below the hours you usually work each day and each week (less time off for meals):

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total
8	8	8	8	8	–	–	40

CHECK THE APPROPRIATE BOX(ES):

- ☐ Does not pay the minimum wage
- ☐ Does not pay proper overtime
- ☐ Deductions from wages
- ☒ Failure to pay wages

EXPLAIN BRIEFLY IN THE SPACE BELOW the employment practices which you believe violate the Wage and Hour Laws.(If you need more space use an additional sheet of paper and attach it to this form.)

Cometree Bay Refining mandated a High Intensity Work Period (HIWP) during July, 2020 which ran from August, 2020 through May 13, 2021. Certain individuals had to work a minimum of 120 hours for every two week period. I had to work 7 days/week, but usually not full days on Saturday and Sunday.

I was paid for the 2020 period, but have not received payment for the 2021 period despite repeated requests, both in writing and at company Town hall meetings. The Company's response has been, "It's our intent to meet our obligations." They will not provide any time frame, but it has been nearly two months since they should've paid us.

I am attaching an e-mail dialogue with my HR Rep and the original HIWP policy. It was extended several times and ended when we shut down on 5/13/21. That should provide adequate documentation of both the policy and the amount owed. If not, please contact me and I may have additional documents.

My base pay is $4,413.57 per week and they owe me 13 days or 2.6 weeks per Company practice, for a total of $11,475.

(NOTE: If you think it would be difficult for us to locate the establishment or where you live, give directions or attach a map)

I hereby affirm that the above charge is true to the best of my knowledge, information and belief.

Fred A Flint
Signature of Complainant

7/9/21
Date

Fred.Flint

From: Fred.Flint
Sent: Friday, May 28, 2021 1:15 PM
To: Erica.Williams
Cc: Mike.Laux
Subject: RE: RE: HIWP

Erica,

Thanks for the transparency. Now I see how it works. I have only two beefs:

- The first period was only 10 days. The first four days were truncated because they were in 2020. I'm certain that I worke days.
- For the 2/8-21 period, there was a timeclock malfunction on 2/13. I clocked in at 7:22 AM and there was no clock out, s worked > 5 hours, so the period total of 105 would've reached the 110 required for one day credit.

I respectfully request that you consider the above and add the three days to my total HIWP days.

Thanks,
Fred

From: Erica.Williams <Ecwilliams@lbenergy.com>
Sent: Friday, May 28, 2021 11:23 AM
To: Fred.Flint <FFlint@lbenergy.com>
Cc: Mike.Laux <Mlaux@lbenergy.com>
Subject: RE: RE: HIWP

Fred, The policy (attached hereto) speaks strictly to a biweekly period of 120 hours worked yielding 2 days. The policy does not hours.

Eligible employees will be required to [redacted] during a high intensity work period or [redacted] In all cases consecutive time worked should be managed in accordance with the Fatigue Management Policy

NOTE: Managers should make concerted efforts to ensure that employees receive the one day off during the high intensity work period.

Employees will earn compensatory time at the rate of one day or 8 hours per week

during the high intensity work period.

I have included the data so you can see how the 10 days were awarded.

Flint III	Fred	01/01/2021			Clock Out	01:05 PM	0.00	0.00	0.(
Flint III	Fred	01/01/2021	Start Holiday	08:00 AM	End Holiday	04:00 PM	8.00	0.00	8.(
Flint III	Fred	01/02/2021	Clock In	07:12 AM	Clock Out	03:17 PM	8.00	0.00	8.(
Flint III	Fred	01/03/2021	Clock In	07:14 AM	Clock Out	01:09 PM	6.00	0.00	6.(
Flint III	Fred	01/04/2021	Clock In	07:12 AM	Clock Out	06:06 PM	10.75	0.00	10.7
Flint III	Fred	01/05/2021	Clock In	07:15 AM	Clock Out	08:32 AM	1.25	0.00	1.2
Flint III	Fred	01/05/2021	Clock In	09:10 AM	Clock Out	06:35 PM	9.25	0.00	9.2
Flint III	Fred	01/06/2021	Clock In	07:16 AM	Clock Out	06:03 PM	10.75	0.00	10.7
Flint III	Fred	01/06/2021	Start Holiday	08:00 AM	End Holiday	04:00 PM	8.00	0.00	8.(
Flint III	Fred	01/07/2021	Clock In	07:17 AM	Clock Out	07:17 PM	12.00	0.00	12.(
Flint III	Fred	01/08/2021	Clock In	08:13 AM	Clock Out	07:18 PM	11.00	0.00	11.(
Flint III	Fred	01/09/2021	Clock In	07:17 AM	Clock Out	01:53 PM	6.75	0.00	6.7
Flint III	Fred	01/10/2021	Clock In	07:17 AM	Clock Out	04:34 PM	9.25	0.00	9.2
									101.(
Flint III	Fred	01/11/2021	Clock In	07:18 AM	Clock Out	07:20 PM	12.00	0.00	12.(
Flint III	Fred	01/12/2021	Clock In	07:18 AM	Clock Out	07:26 PM	12.25	0.00	12.2
Flint III	Fred	01/13/2021	Clock In	07:18 AM	Clock Out	09:39 PM	14.50	0.00	14.5
Flint III	Fred	01/14/2021	Clock In	07:19 AM	Clock Out	07:24 PM	12.25	0.00	12.2
Flint III	Fred	01/15/2021	Clock In	07:20 AM	Clock Out	07:27 PM	12.25	0.00	12.2

Flint III	Fred	01/16/2021	Clock In	07:21 AM	Clock Out	03:45 PM	8.50	0.00	8.5
Flint III	Fred	01/17/2021	Clock In	07:21 AM	Clock Out	01:21 PM	6.00	0.00	6.0
Flint III	Fred	01/18/2021	Clock In	07:13 AM	Clock Out	07:49 PM	12.50	0.00	12.5
Flint III	Fred	01/18/2021	Start Holiday	08:00 AM	End Holiday	04:00 PM	8.00	0.00	8.0
Flint III	Fred	01/19/2021	Clock In	07:12 AM	Clock Out	08:06 PM	12.75	0.00	12.7
Flint III	Fred	01/20/2021	Clock In	07:19 AM	Clock Out	07:22 PM	12.00	0.00	12.0
Flint III	Fred	01/21/2021	Clock In	07:16 AM	Clock Out	07:07 PM	11.75	0.00	11.7
Flint III	Fred	01/22/2021	Clock In	07:16 AM	Clock Out	07:19 PM	12.00	0.00	12.0
Flint III	Fred	01/23/2021	Clock In	07:11 AM	Clock Out	05:38 PM	10.50	0.00	10.5
Flint III	Fred	01/24/2021	Clock In	07:13 AM	Clock Out	02:49 PM	7.50	0.00	7.5
									164.7

Flint III	Fred	01/25/2021	Clock In	07:10 AM	Clock Out	07:08 PM	12.00	0.00	12.0
Flint III	Fred	01/26/2021	Clock In	07:12 AM	Clock Out	07:24 PM	12.25	0.00	12.2
Flint III	Fred	01/27/2021	Clock In	07:10 AM	Clock Out	08:35 PM	13.25	0.00	13.2
Flint III	Fred	01/28/2021	Clock In	07:20 AM	Clock Out	07:36 PM	12.25	0.00	12.2
Flint III	Fred	01/29/2021	Clock In	07:21 AM	Clock Out	07:50 PM	12.50	0.00	12.5
Flint III	Fred	01/30/2021	Clock In	07:14 AM	Clock Out	05:09 PM	10.00	0.00	10.0
Flint III	Fred	01/31/2021	Clock In	07:20 AM	Clock Out	07:16 PM	12.00	0.00	12.0
Flint III	Fred	02/01/2021	Clock In	07:13 AM	Clock Out	07:21 PM	12.00	0.00	12.0
Flint III	Fred	02/02/2021	Clock In	07:12 AM	Clock Out	07:19 PM	12.00	0.00	12.0
Flint III	Fred	02/03/2021	Clock In	07:18 AM	Clock Out	07:14 PM	12.00	0.00	12.0
Flint III	Fred	02/04/2021	Clock In	07:02 AM	Clock Out	09:05 AM	2.00	0.00	2.0

Flint III	Fred	02/04/2021	Clock In	10:14 AM	Clock Out	05:18 PM	7.00	0.00	7.(
Flint III	Fred	02/05/2021	Start Floating holiday	07:59 AM	End Floating holiday	03:59 PM	8.00	0.00	8.(
									137.:
Flint III	Fred	02/11/2021	Clock In	07:15 AM	Clock Out	09:19 PM	14.00	0.00	14.(
Flint III	Fred	02/12/2021	Clock In	07:18 AM	Clock Out	08:42 AM	1.50	0.00	1.!
Flint III	Fred	02/12/2021	Clock In	09:04 AM	Clock Out	07:18 PM	10.25	0.00	10.:
Flint III	Fred	02/13/2021	Clock In	07:22 AM			0.00	0.00	0.(
Flint III	Fred	02/13/2021	Clock In	02:51 PM	Clock Out	06:33 PM	3.75	0.00	3.:
Flint III	Fred	02/14/2021	Clock In	07:19 AM	Clock Out	02:58 PM	7.75	0.00	7.:
Flint III	Fred	02/15/2021	Clock In	07:16 AM	Clock Out	06:27 PM	11.25	0.00	11.:
Flint III	Fred	02/16/2021	Clock In	07:13 AM	Clock Out	07:05 PM	11.75	0.00	11.:
Flint III	Fred	02/17/2021	Clock In	07:13 AM	Clock Out	06:29 PM	11.25	0.00	11.:
Flint III	Fred	02/18/2021	Clock In	07:20 AM	Clock Out	07:20 PM	12.00	0.00	12.(
Flint III	Fred	02/19/2021	Clock In	07:15 AM	Clock Out	06:48 PM	11.50	0.00	11.!
Flint III	Fred	02/20/2021	Clock In	07:07 AM	Clock Out	09:31 AM	2.50	0.00	2.!
Flint III	Fred	02/20/2021	Clock In	11:44 AM	Clock Out	12:49 PM	1.00	0.00	1.(
Flint III	Fred	02/21/2021	Clock In	07:27 AM	Clock Out	01:54 PM	6.50	0.00	6.!
									105.(
Flint III	Fred	02/22/2021	Clock In	07:20 AM	Clock Out	12:17 PM	5.00	0.00	5.(
Flint III	Fred	02/22/2021	Clock In	12:34 PM	Clock Out	07:27 PM	7.00	0.00	7.(
Flint III	Fred	02/23/2021	Clock In	07:01 AM	Clock Out	06:37 PM	11.50	0.00	11.!
Flint III	Fred	02/24/2021	Clock In	07:17 AM	Clock Out	01:31 PM	6.25	0.00	6.:

Flint III	Fred	02/24/2021	Clock In	02:26 PM	Clock Out	06:56 PM	4.50	0.00	4.5
Flint III	Fred	02/25/2021	Clock In	07:20 AM	Clock Out	07:17 PM	12.00	0.00	12.0
Flint III	Fred	02/26/2021	Clock In	07:22 AM	Clock Out	06:44 PM	11.50	0.00	11.5
Flint III	Fred	02/27/2021	Clock In	07:13 AM	Clock Out	12:17 PM	5.00	0.00	5.0
Flint III	Fred	02/28/2021	Clock In	06:59 AM	Clock Out	11:27 AM	4.50	0.00	4.5
Flint III	Fred	02/28/2021	Clock In	06:50 PM	Clock Out	08:15 PM	1.50	0.00	1.5
Flint III	Fred	03/01/2021	Clock In	07:16 AM	Clock Out	06:04 PM	10.75	0.00	10.7
Flint III	Fred	03/02/2021	Clock In	07:21 AM	Clock Out	07:17 PM	12.00	0.00	12.0
Flint III	Fred	03/03/2021	Clock In	07:16 AM	Clock Out	07:34 PM	12.25	0.00	12.2
Flint III	Fred	03/04/2021	Clock In	07:19 AM	Clock Out	07:16 PM	12.00	0.00	12.0
Flint III	Fred	03/05/2021	Clock In	07:19 AM	Clock Out	07:14 PM	12.00	0.00	12.0
Flint III	Fred	03/06/2021	Clock In	07:10 AM	Clock Out	02:09 PM	7.00	0.00	7.0
Flint III	Fred	03/07/2021	Clock In	07:17 AM	Clock Out	12:32 PM	5.25	0.00	5.2
									140.0
Flint III	Fred	03/08/2021	Clock In	07:15 AM	Clock Out	07:04 PM	11.75	0.00	11.7
Flint III	Fred	03/09/2021	Clock In	07:14 AM	Clock Out	01:08 PM	6.00	0.00	6.0
Flint III	Fred	03/09/2021	Clock In	01:48 PM	Clock Out	07:18 PM	5.50	0.00	5.5
Flint III	Fred	03/10/2021	Clock In	07:11 AM	Clock Out	08:52 PM	13.50	0.00	13.5
Flint III	Fred	03/11/2021	Clock In	07:14 AM	Clock Out	08:16 PM	13.00	0.00	13.0
Flint III	Fred	03/12/2021	Clock In	07:10 AM	Clock Out	07:28 PM	12.25	0.00	12.2
Flint III	Fred	03/13/2021	Clock In	06:57 AM	Clock Out	02:01 PM	7.00	0.00	7.0
Flint III	Fred	03/14/2021	Clock In	07:14 AM	Clock Out	12:03 PM	4.75	0.00	4.7

Flint III	Fred	03/15/2021	Clock In	07:21 AM	Clock Out	06:01 PM	10.75	0.00	10.7
Flint III	Fred	03/16/2021	Clock In	07:12 AM	Clock Out	06:03 PM	10.75	0.00	10.7
Flint III	Fred	03/17/2021	Clock In	07:27 AM	Clock Out	06:21 PM	10.75	0.00	10.7
Flint III	Fred	03/18/2021	Clock In	07:22 AM	Clock Out	09:48 AM	2.50	0.00	2.5
Flint III	Fred	03/18/2021	Clock In	09:52 AM	Clock Out	01:04 PM	3.25	0.00	3.2
Flint III	Fred	03/18/2021	Clock In	01:25 PM	Clock Out	05:42 PM	4.25	0.00	4.2
Flint III	Fred	03/19/2021	Clock In	07:14 AM	Clock Out	05:53 PM	10.75	0.00	10.7
Flint III	Fred	03/20/2021	Clock In	07:09 AM	Clock Out	09:28 AM	2.25	0.00	2.2
Flint III	Fred	03/20/2021	Clock In	11:54 AM	Clock Out	02:16 PM	2.25	0.00	2.2
Flint III	Fred	03/21/2021	Clock In	07:18 AM	Clock Out	11:34 AM	4.25	0.00	4.2
									135.5

Flint III	Fred	03/22/2021	Clock In	07:14 AM	Clock Out	05:45 PM	10.50	0.00	10.5
Flint III	Fred	03/23/2021	Clock In	07:15 AM	Clock Out	05:28 PM	10.25	0.00	10.2
Flint III	Fred	03/24/2021	Clock In	07:14 AM	Clock Out	06:40 PM	11.50	0.00	11.5
Flint III	Fred	03/25/2021	Clock In	07:19 AM	Clock Out	05:18 PM	10.00	0.00	10.0
Flint III	Fred	03/26/2021	Clock In	07:18 AM	Clock Out	08:35 AM	1.25	0.00	1.2
Flint III	Fred	03/26/2021	Clock In	09:02 AM	Clock Out	06:47 PM	9.75	0.00	9.7
Flint III	Fred	03/27/2021	Clock In	07:20 AM	Clock Out	12:09 PM	5.00	0.00	5.0
Flint III	Fred	03/28/2021	Clock In	07:17 AM	Clock Out	01:21 PM	6.00	0.00	6.0
Flint III	Fred	03/29/2021	Clock In	07:19 AM	Clock Out	05:02 PM	9.75	0.00	9.7
Flint III	Fred	03/30/2021	Clock In	07:15 AM	Clock Out	05:32 PM	10.25	0.00	10.2
Flint III	Fred	03/31/2021	Clock In	07:13 AM	Clock Out	01:14 PM	6.00	0.00	6.0

Flint III	Fred	03/31/2021	Clock In	02:06 PM	Clock Out	04:48 PM	2.75	0.00	2.7
Flint III	Fred	04/02/2021	Start Holiday	08:00 AM	End Holiday	04:00 PM	8.00	0.00	8.0
									101.0
Flint III	Fred	04/07/2021	Clock In	07:20 AM	Clock Out	06:19 PM	11.00	0.00	11.0
Flint III	Fred	04/08/2021	Clock In	07:14 AM	Clock Out	06:18 PM	11.00	0.00	11.0
Flint III	Fred	04/09/2021	Clock In	07:20 AM	Clock Out	06:51 PM	11.50	0.00	11.5
Flint III	Fred	04/10/2021	Clock In	07:16 AM	Clock Out	09:29 AM	2.25	0.00	2.2
Flint III	Fred	04/10/2021	Clock In	12:01 PM	Clock Out	01:59 PM	2.00	0.00	2.0
Flint III	Fred	04/11/2021			Clock Out	12:10 PM	0.00	0.00	0.0
Flint III	Fred	04/12/2021	Clock In	07:19 AM	Clock Out	05:32 PM	10.25	0.00	10.2
Flint III	Fred	04/13/2021	Clock In	07:19 AM	Clock Out	08:27 AM	1.25	0.00	1.2
Flint III	Fred	04/13/2021	Clock In	09:07 AM	Clock Out	07:17 PM	10.25	0.00	10.2
Flint III	Fred	04/14/2021	Clock In	07:20 AM	Clock Out	06:20 PM	11.00	0.00	11.0
Flint III	Fred	04/15/2021	Clock In	07:21 AM	Clock Out	06:20 PM	11.00	0.00	11.0
Flint III	Fred	04/16/2021	Clock In	07:20 AM	Clock Out	05:32 PM	10.25	0.00	10.2
Flint III	Fred	04/17/2021	Clock In	07:21 AM	Clock Out	01:07 PM	5.75	0.00	5.7
Flint III	Fred	04/18/2021	Clock In	07:21 AM	Clock Out	07:22 AM	0.00	0.00	0.0
Flint III	Fred	04/18/2021	Clock In	07:29 AM	Clock Out	11:04 AM	3.50	0.00	3.5
									101.0
Flint III	Fred	04/19/2021	Clock In	07:20 AM	Clock Out	05:07 PM	9.75	0.00	9.7
Flint III	Fred	04/20/2021	Clock In	07:22 AM	Clock Out	08:52 AM	1.50	0.00	1.5
Flint III	Fred	04/20/2021	Clock In	12:33 PM	Clock Out	07:14 PM	6.75	0.00	6.7

Flint III	Fred	04/21/2021	Clock In	07:23 AM	Clock Out	07:35 PM	12.00	0.00	12.0
Flint III	Fred	04/22/2021	Clock In	07:23 AM	Clock Out	06:21 PM	10.75	0.00	10.7
Flint III	Fred	04/23/2021	Clock In	07:12 AM	Clock Out	05:11 PM	10.00	0.00	10.0
Flint III	Fred	04/24/2021	Clock In	07:17 AM	Clock Out	01:02 PM	5.75	0.00	5.7
Flint III	Fred	04/25/2021	Clock In	07:18 AM	Clock Out	12:05 PM	4.75	0.00	4.7
Flint III	Fred	04/26/2021	Clock In	07:21 AM	Clock Out	05:25 PM	10.25	0.00	10.2
Flint III	Fred	04/27/2021	Clock In	07:21 AM	Clock Out	07:31 PM	12.25	0.00	12.2
Flint III	Fred	04/28/2021	Clock In	07:03 AM	Clock Out	06:17 PM	11.25	0.00	11.2
Flint III	Fred	04/29/2021	Clock In	07:05 AM	Clock Out	07:40 PM	12.75	0.00	12.7
Flint III	Fred	04/30/2021	Clock In	07:07 AM	Clock Out	06:41 PM	11.75	0.00	11.7
									119.5

Thank You,

Erica C. Williams
Sr. HR Generalist
Limetree Bay Refining, LLC
O: 340-692-3238
C: 340-201-0909
F: 340-692-3226
1 Estate Hope | Christiansted, VI 00820

LIMETREE BAY LIMETREE BAY

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From: Fred.Flint <FFlint@lbenergy.com>
Sent: Friday, May 28, 2021 7:42 AM
To: Erica.Williams <Ecwilliams@lbenergy.com>
Cc: Mike.Laux <Mlaux@lbenergy.com>
Subject: RE: RE: HIWP

Erica,

Would you mind sharing the data? I get 14 days, but did not keep track of hours, but am sure that I exceeded 60 hours/week.

Thanks,
Fred

Fred A. Flint
Director, Economics & Planning
Limetree Bay Refining, LLC
fflint@lbenergy.com
office: 340-692-3054
mobile: 281-739-0304
1 Estate Hope | Christiansted, VI 00820-5652

LIMETREE BAY

From: Mike.Laux <Mlaux@lbenergy.com>
Sent: Friday, May 28, 2021 7:01 AM
To: Fred.Flint <FFlint@lbenergy.com>
Cc: Erica.Williams <Ecwilliams@lbenergy.com>
Subject: FW: RE: HIWP
Importance: High

There was no formal extension of HIWP into May. Here is the count through 4/30 for you. We will review the numbers for 5/1-5, were earned.

Employee Nam	Dept	Title	SUPV	HIWP	Total DAYS EARNE	Da Be
Flint, Fred	T&E-ECONOMICS & PLANNING	Director, E & P	Laux, Michael	01/01 - 04/30	10	

Mike Laux
VP Technical & Engineering
Limetree Bay Refining, LLC
mlaux@lbenergy.com
mobile: 307-286-0691
office: 340-692-3586
1 Estate Hope | Christiansted, VI 00820-5652

LIMETREE BAY
REFINING LLC

From: Erica.Williams <Ecwilliams@lbenergy.com>
Sent: Thursday, May 27, 2021 6:26 PM
To: Mike.Laux <Mlaux@lbenergy.com>
Subject: RE: RE: HIWP
Importance: High

I know tomorrow is your last day and all...but can we connect on this? I remember no formal communication on an extension b that I am aware of at this time to look beyond the 30th. Additionally, I have attached the audit done through 4/30 of your depa numbers/eligible earned days are noted in the spreadsheet. I recommend if you intend to share that you do so to the correspo the entire file to the mgr. group). The attached earning numbers should be used to complete the submission form.

Important to note that we were not as lenient as we were before and applied policy to the letter (>120 hours in the biweekly pe some discretion by also applying the following (>110 hours but <120 awarded 1 day).

Let's discuss...

Thank You,

F: 340-692-3226
1 Estate Hope | Christiansted, VI 00820

LIMETREE BAY LIMETREE BAY

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THE MISTAKEN TRANSMISSION

LIMETREE BAY REFINING, LLC

LIMETREE BAY TERMINALS, LLC

EMPLOYEE BENEFITS

High Intensity Work Periods

Limetree acknowledges that our business is heavily dependent on our employees and their ability to execute their work. At times, the Company engages in large scale projects of a lengthy duration that significantly impact certain employees and their families. This policy is intended to provide benefits to exempt employees who do not normally qualify for regular overtime but fall within the scope of this policy. This policy is NOT intended to be used on a regular basis and can only be invoked during High Intensity Work Periods as specifically designated by the Limetree Bay Executive Team.

Definitions

High Intensity Work Period is defined as a specific period of time in which the Company engages in a significant project or operational situation. It is expected that the Executive Team will predetermine, for scheduling purposes, the periods that will be designated as high intensity work periods. Examples of a high intensity work periods may be turnarounds, shipyard, regenerations, etc. This policy may not be used for any work period unless it is a period specifically designated and approved by the Executive Team as a high intensity work period.

Duration of the high intensity work period must be of a known length. For purposes of this policy, the high intensity work period must be expected, in the discretion of the Executive Team, to last thirty (30) consecutive days or more.

Eligibility for this special benefit is limited to exempt employees only (it is understood that hourly and non-exempt employees are already compensated for overtime).

Considerations

Eligible employees will qualify for time off and special compensation for their work activities during a high intensity work period as follows:

- Eligible employees will be required to work no less than 10 hours per day up to 12 consecutive days during a high intensity work period or no less than 120 hours in a 2-week period. In all cases consecutive time worked should be managed in accordance with the Fatigue Management Policy
  NOTE: Managers should make concerted efforts to ensure that employees receive the one day off during the high intensity work period.

- Employees will earn compensatory time at the rate of one day or 8 hours per week during the high intensity work period.

- Compensatory time will be equally divided between special compensation at employee's straight time rate of pay and additional time off up to a maximum of 5

days for approved hours worked. Employee's annual base salary will be divided by 2,184[1] hours to determine an hourly rate which will be used to calculate special compensation.

- Additional time off earned under this policy will only be granted after the high intensity work period has ended where scheduling allows, but within three (3) months after the high intensity work period ends. Any exceptions must be approved by the department's Vice President.

- No additional premium pay (i.e. time and one half) will be authorized on any hours worked.

Example:
An eligible employee working during a high intensity work period has a base salary of $75,000 per year ($34.34/hr - shift worker or $36.06/hr - non-shift worker)[1]. The high intensity work period is planned for 30 days and completes on time.

- In a 30-day period, an employee will earn no less than of 4 qualifying days of compensatory time.
- Employee will be paid 2 days or 16 hours straight time pay ($549.44 - shift or $576.96 – non-shift) and 2 days or 16 hours of additional time off to be taken within three months after high intensity work period ends.
- *Note: If high intensity work period extends beyond 30 days, employees can earn additional time off up to a maximum of 5 days. All other compensatory time will be paid at employee's straight time rate of pay.*

Administration of this policy

It is the responsibility of the employee to seek the approval from the Department's Manager for time off. Approval must be authorized by the Department Manager prior to the commencement of the work period. Each department seeking approval for employees to participate in the high intensity period will submit a list of names of the affected employees to the Human Resources Department prior to the commencement of the high intensity period.

The appropriate manager will notify Human Resources no later than 30 days post completion of the work period. They must present the following information:

- Completed form (see attached) with the employee's name, and position.
  - The form must also include the dates of the High Intensity Work Period.
  - The employee's work schedule during the work period.

[1] *Shift workers salary is divided by 2,184 hours to align with the total number of hours shift workers are expected to work in a year. 2,184 hours divided by 52 weeks = average 42-hour workweek. Non-shift workers salary is divided by 2,080 to align with the total number of hours a non-shift worker is expected to work in a year.2,080 hours divided by 52 weeks = average 40-hour workweek.*

- Number of qualifying days
- Days to be taken as additional time off

- The completed form must be signed by both the manager and the Vice President of the department.

Southern District of Texas
Claims Register

21-32351 Limetree Bay Services, LLC and Official Committee of Unsecured Creditors

Bankruptcy Judge: David R Jones **Chapter:** 11
Office: Houston **Last Date to file claims:** 11/15/2021
Trustee: **Last Date to file (Govt):** 01/10/2022

Creditor: (11946918)
Fred A. Flint
9582 Estate Cottage
Christiansted, VI 00820

Claim No: 4
Original Filed Date: 08/16/2021
Original Entered Date: 08/16/2021

Status:
Filed by: CR
Entered by: 4 MelissaMorgan
Modified:

Amount claimed: $11475.00

History:
Details 4-1 08/16/2021 Claim #4 filed by Fred A. Flint, Amount claimed: $11475.00 (MelissaMorgan, 4)

Description:

Remarks:

Claims Register Summary

Case Name: Limetree Bay Services, LLC and Official Committee of Unsecured Creditors
Case Number: 21-32351
Chapter: 11
Date Filed: 07/12/2021
Total Number Of Claims: 1

Total Amount Claimed*	$11475.00
Total Amount Allowed*	

*Includes general unsecured claims

The values are reflective of the data entered. Always refer to claim documents for actual amounts.

	Claimed	Allowed
Secured		
Priority		
Administrative		