Court File No. CV-13-10000-00CL

ONTARIO SUPERIOR COURT OF JUSTICE COMMERCIAL LIST

IN THE MATTER OF THE COMPANIES' CREDITORS ARRANGEMENT ACT, R.S.C. 1985, c. C-36, AS AMENDED

AND IN THE MATTER OF A PLAN OF COMPROMISE OR ARRANGEMENT OF EXTREME FITNESS, INC.

APPLICATION UNDER THE COMPANIES' CREDITORS ARRANGEMENT ACT, R.S.C. 1985, c. C-36, AS AMENDED

FACTUM OF EXTREME FITNESS, INC.

February 26, 2013

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Court File No. CV-13-10000-00CL

ONTARIO SUPERIOR COURT OF JUSTICE COMMERCIAL LIST

IN THE MATTER OF THE COMPANIES' CREDITORS ARRANGEMENT ACT, R.S.C. 1985, c. C-36, AS AMENDED

AND IN THE MATTER OF A PLAN OF COMPROMISE OR ARRANGEMENT OF EXTREME FITNESS, INC.

APPLICATION UNDER THE COMPANIES' CREDITORS ARRANGEMENT ACT, R.S.C. 1985, c. C-36, AS AMENDED

FACTUM OF EXTREME FITNESS, INC.

PART I – OVERVIEW

1. Extreme Fitness, Inc. (the "**Applicant**") seeks an order under the *Companies' Creditors Arrangement Act*, R.S.C. 1985, c. C-36, as amended (the "**CCAA**") for, among other things:

- (a) approving the First Report (the "First Report") of FTI Consulting Canada Inc.
 ("FTI"), in its capacity as the Court-appointed monitor of the Applicant (in such capacity, the "Monitor") and approving the actions of the Monitor described therein;
- (b) extending the Stay Period (as defined in the Initial Order of the Honourable Mr. Justice Campbell granted on February 7, 2013 in these proceedings (the "Initial Order")) to and including April 5, 2013;

- (c) approving the key employee retention plan (the "KERP") offered by the Applicant to certain employees deemed critical to complete the proposed transaction with GoodLife Fitness Centres Inc. ("GoodLife"); and
- (d) sealing the Confidential Appendix to the First Report until further order of this Court.

PART II – FACTS

Background to the Applicant and its Business

2. On February 7, 2013, the Applicant made an application under the CCAA seeking court protection from its creditors, which protection was granted pursuant to the Initial Order.

Affidavit of Alan Hutchens sworn February 26, 2013 (the "Hutchens Affidavit"), Motion Record of the Applicant (the "Motion Record"), Tab 3, pg. 2, para. 4

3. Alan Hutchens, the Applicant's Interim Chief Financial Officer, swore an affidavit on February 7, 2013 (the "**February 7 Affidavit**") in support of the Initial Order. The February 7 Affidavit sets out the background of these CCAA proceedings, including the business of the Applicant and its financial difficulties, an overview of the Applicant's major stakeholders and the proposed sale of substantially all of the Applicant's assets, properties and undertakings to GoodLife.

Hutchens Affidavit, Motion Record, Tab 3, pg. 2, para. 5

4. Prior to the Initial Order, the Applicant entered into a Letter of Intent with GoodLife dated January 18, 2013 (the "LOI") under which the Applicant agreed to sell, and GoodLife agreed to purchase, substantially all of the Applicant's assets, properties and undertakings

subject to, among other things, the execution of a binding asset purchase agreement (the "**APA**") by no later than March 18, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 2, para. 6

5. The Applicant and GoodLife are working diligently towards satisfying the conditions set out in the LOI and negotiating the form of the APA.

Hutchens Affidavit, Motion Record, Tab 3, pg. 2, para. 7

6. The sale transaction contemplated in the LOI must, according to its terms, close on or before March 31, 2013 or such other date as the parties thereto agree.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 8

7. Once the conditions set out in the APA are satisfied and the form of the APA is settled, it is the Applicant's intention to return to Court to seek approval of the APA and, ultimately, distribute the realizations from the transaction to the Applicant's creditors entitled thereto in accordance with their priority.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 9

The Stay Period

8. Pursuant to paragraph 14 of the Initial Order, the Stay Period expires on March 8, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 10

9. The extension of the Stay Period to and including April 5, 2013 is necessary in order to provide stability to the Applicant's business while the Applicant, with the assistance of the

Monitor, works diligently on completing the proposed transaction with GoodLife, which would maximize value for the benefit of the Applicant's stakeholders.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 11

10. The nine-week cash flow projection, reviewed with the Monitor and attached as Exhibit "R" to the February 7 Affidavit, projects that the Applicant will have sufficient funding to continue operating to and including April 5, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 12

11. Since the issuance of the Initial Order, the Applicant has acted, and continues to act, in good faith and with due diligence, and circumstances exist that make granting an extension of the Stay Period to and including April 5, 2013 appropriate.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 13

12. The Monitor supports the motion to extend the Stay Period and the Applicant is unaware of any creditor who opposes this relief being granted. No creditor of the Applicant will suffer any material prejudice if the Stay Period is extended to and including April 5, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 14

The KERP

13. In order to ensure the continued participation of certain key employees of the Applicant, the Applicant has offered or may offer a limited number of key employees rights under the KERP (collectively, the "KERP Participants").

Hutchens Affidavit, Motion Record, Tab 3, pgs. 3-4, para. 15

14. As a result of the Applicant's financial situation and commencement of the CCAA proceedings, the KERP Participants may be incentivized to seek alternative employment. The KERP provides appropriate incentives for the KERP Participants to remain in their current positions and also ensures that they are properly compensated for their critical assistance in these CCAA proceedings.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 16

15. Each of the KERP Participants will receive a single payment as incentive to continue their respective employment with the Applicant for the duration of the CCAA proceedings. Pursuant to the KERP, the KERP Participants will receive their respective cash payment due under the KERP immediately following closing of the transaction with GoodLife or such later date agreed to amongst the parties.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 17

16. In order to receive payments under the KERP, the transaction with GoodLife must have closed and each of the KERP Participants cannot have resigned, been terminated with cause or have failed to perform his or her duties and responsibilities diligently, faithfully and honestly.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 18

17. The list of the KERP Participants was formulated by the Applicant in consultation with its Board of Directors and the Monitor and was approved by the Board of Directors of the Applicant. It is the opinion of the Applicant's Board of Directors that all of the KERP Participants are critical to the Applicant and to these CCAA proceedings as they are experienced employees who have played critical roles in the initiatives taken to date, which have provided them with knowledge and information that is critical to the success of the sales process and these CCAA proceedings.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 19

18. The Monitor and the Applicant's senior secured creditors, Golub Capital Incorporated, Falconhead Capital, LLC and National Bank of Canada, do not oppose the motion to approve the KERP.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 20

19. The aggregate cash amount payable under the KERP is \$230,000. The Applicant, with the support of the Monitor, believes the amount of the proposed payments under the KERP is reasonable in the circumstances.

Hutchens Affidavit, Motion Record, Tab 3, pg. 5, para. 21

Sealing the Confidential Appendix to the First Report

20. Confidential Appendix "A" to the First Report contains individually identifiable personal and financial information of the KERP Participants. In order to protect the KERP participants and to minimize disruption during these CCAA proceedings, the Applicant is seeking an order sealing Confidential Appendix "A" to the First Report until further order of this Court.

Hutchens Affidavit, Motion Record, Tab 3, pg. 5, para. 22

PART III – ISSUES

21. The primary issues to be determined on this motion are whether this Court should:

(a) extend the Stay Period;

- (b) approve the KERP; and
- (c) seal Confidential Appendix "A" to the First Report until further order of this Court.

PART IV - LAW AND ARGUMENT

A. THE STAY PERIOD SHOULD BE EXTENDED

22. The Applicant is seeking the extension of the Stay Period to and including April 5, 2013.

23. Pursuant to section 11.02 of the CCAA, the Court may extend the stay of proceedings with respect to a debtor company where: (a) circumstances exist that make the order appropriate; and (b) the applicant has acted and is acting in good faith and with due diligence.

CCAA, s. 11.02

24. Pursuant to paragraph 14 of the Initial Order, the Stay Period expires on March 8, 2013. An extension of the Stay Period is necessary in order to provide stability to the Applicant's business while the Applicant, with the assistance of the Monitor, works diligently on completing the proposed transaction with GoodLife.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 11

25. In *Canwest Global Communications Corp. (Re)*, Justice Pepall granted an extension of the stay of proceedings for a group of debtors that were continuing to work with their stakeholders. Her Honour found that the extension would provide the necessary stability to allow the debtors to continue working towards a resolution that would result in the continuation of their businesses as a going concern. The factors which supported Her Honour's decision were: (a) the cashflow forecast indicated that the debtors had sufficient cash resources to operate

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throughout the extension of the stay period; (b) the monitor supported the extension; (c) there was a lack of opposition to the motion; and (d) the debtors had acted and were continuing to act in good faith and with due diligence.

Canwest Global Communications Corp. (Re), [2009] O.J. No. 4788 at para. 43 (Ont. S.C.J. [Comm. List]), Applicant's Book of Authorities, Tab 1

26. The cash flow projection attached as Exhibit "R" to the February 7 Affidavit projects that the Applicant will have sufficient funding to continue operating to and including April 5, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 12

27. The Monitor supports the motion to extend the Stay Period and the Applicant is unaware of any creditor who opposes this relief being granted. It is not believed that any creditor will suffer any material prejudice if the Stay Period is extended to and including April 5, 2013.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 14

28. Since the issuance of the Initial Order, the Applicant has acted, and continues to act, in good faith and has been working with due diligence.

Hutchens Affidavit, Motion Record, Tab 3, pg. 3, para. 13

29. Accordingly, the Applicants respectfully request that this Court grant an extension to the Stay Period to and including April 5, 2013.

B. THE KERP SHOULD BE APPROVED

30. The Applicant is seeking an order approving the KERP offered or that may be offered by the Applicant to certain employees considered critical to complete the proposed transaction with GoodLife.

31. There is no express statutory jurisdiction in the CCAA for the Court to approve a KERP. However, courts have recognized that approval of a KERP is within their statutory discretion under the CCAA. A KERP is designed to retain employees that are important to the management and operations of the debtor company in order to keep their skills within the company at a time when they are likely to look for other employment because of the company's financial distress.

Grant Forest Products Inc. (Re) (2009), 57 C.B.R. (5th) 128 at para. 8 (Ont. S.C.J. [Comm. List]) ["Grant Forest"], Applicant's Book of Authorities, Tab 2

Canwest Global Communications Corp. (Re) (2009), 59 C.B.R. (5th) 72 at paras. 49 - 52 (Ont. S.C.J. [Comm. List]), Applicant's Book of Authorities, Tab 3

32. KERPs have been approved in numerous CCAA proceedings where the retention of key employees is critical to a successful restructuring. Recently, in approving certain payment plans designed to retain key employees during the Nortel restructuring, Justice Morawetz held that the commitment and retention of key employees was "essential to the execution of a restructuring of Nortel and the completion of a plan of arrangement".

Nortel Networks Corp. (Re), [2009] O.J. No. 1044 at para. 4 (S.C.J. [Comm. List]) ["Nortel"], Applicants' Book of Authorities, Tab 4

33. In this case, the KERP has been approved in form and substance by the Board of Directors of the Applicant. In the opinion of the Boards of Directors of the Applicant, all of the KERP Participants are critical to the Applicant's CCAA proceeding as they are experienced employees who have played significant roles in the initiatives taken to date, which have provided them with knowledge and information that is critical to the success of the sales process and these CCAA proceedings.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 19

34. As a result of the Applicant's financial situation and commencement of the CCAA proceedings, the KERP Participants may be incentivized to seek alternative employment. The KERP provides appropriate incentives for the KERP Participants to remain in their current positions and also ensures that they are properly compensated for their assistance in these CCAA proceedings.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 16

35. The Monitor also supports the approval of the KERP and, following review of several court-approved retention plans in CCAA proceedings, is satisfied that the KERP is consistent with the current practice for retention plans in the context of a CCAA proceeding and that the quantum of the proposed payments under the KERP is reasonable in the circumstances. The Applicant submits that this militates strongly in favour of approving the proposed KERP.

Hutchens Affidavit, Motion Record, Tab 3, pg. 4, para. 20

36. Accordingly, the Applicants respectfully request that the Court grant an Order approving the KERP offered by the Applicant.

C. THE CONFIDENTIAL APPENDIX TO THE FIRST REPORT SHOULD BE SEALED

37. The Applicant is seeking an order sealing Confidential Appendix "A" to the First Report, which contains a copy of the unredacted KERP.

38. Subsection 137(2) of the *Courts of Justice Act* provides this Court with the statutory jurisdiction to order that any document filed in a civil proceeding, be treated as confidential, sealed and not form part of the public record.

Courts of Justice Act, R.S.O. 1990, c. C-34, as amended, s. 137(2)

39. In *Sierra Club of Canada v. Canada (Minister of Finance)*, a decision of the Supreme Court of Canada interpreting the sealing provisions of the Federal Court Rules, Iacobucci J. adopted the following test to determine when a sealing order should be made:

A confidentiality order under Rule 151 should only be granted when:

- (a) such an order is necessary in order to prevent a serious risk to an important interest, including a commercial interest, in the context of litigation because reasonably alternative measures will not prevent the risk; and
- (b) the salutary effects of the confidentiality order, including the effects on the right of civil litigants to a fair trial, outweigh its deleterious effects, including the effects on the right to free expression, which, in this context, includes the public interest in open and accessible court proceedings.

Sierra Club of Canada v. Canada (Minister of Finance), [2002] 2 S.C.R. 522 at para. 53, Applicant's Book of Authorities, Tab 5

40. Confidential Appendix "A" to the First Report contains individually identifiable personal and financial information of each of the KERP Participants, the disclosure of which will cause harm to the KERP participants and the Applicant, all of which is an important commercial interest that should be protected. Further, the Applicant submits that keeping this information confidential will not have any deleterious effects. In any event, the salutary effects of sealing Confidential Appendix "A" outweigh any conceivable deleterious effects given that, in the ordinary course, confidential personal and salary information would be kept strictly confidential by an employer and the aggregate amount payable under the KERP has been disclosed.

41. Accordingly, the Applicant respectfully requests that this Court grant an Order sealing Confidential Appendix "A" to the First Report.

PART V – RELIEF REQUESTED

42. The Applicant respectfully requests that this Court grant an Order substantially in the form of the draft Order attached as Tab 2 to the Applicant's Motion Record.

ALL OF WHICH IS RESPECTFULLY SUBMITTED this 26th day of February, 2013.

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TAB "A"

SCHEDULE "A"

LIST OF AUTHORITIES

- 1. *Canwest Global Communications Corp. (Re)*, [2009] O.J. No. 4788 (Ont. S.C.J. [Comm. List])
- 2. Grant Forest Products Inc. (Re) (2009), 57 C.B.R. (5th) 128 (Ont. S.C.J. [Comm. List])
- 3. *Canwest Global Communications Corp. (Re)* (2009), 59 C.B.R. (5th) 72 (Ont. S.C.J. [Comm. List])
- 4. Nortel Networks Corp. (Re), [2009] O.J. No. 1044 (S.C.J. [Comm. List])
- 5. Sierra Club of Canada v. Canada (Minister of Finance), [2002] 2 S.C.R. 522

TAB "B"

SCHEDULE "B"

TEXT OF STATUTES, REGULATIONS & BY-LAWS

Companies' Creditors Arrangement Act, R.S.C. 1985, c. C-36

11.02 (1) A court may, on an initial application in respect of a debtor company, make an order on any terms that it may impose, effective for the period that the court considers necessary, which period may not be more than 30 days,

(a) staying, until otherwise ordered by the court, all proceedings taken or that might be taken in respect of the company under the *Bankruptcy and Insolvency Act* or the *Winding-up and Restructuring Act*;

(b) restraining, until otherwise ordered by the court, further proceedings in any action, suit or proceeding against the company; and

(c) prohibiting, until otherwise ordered by the court, the commencement of any action, suit or proceeding against the company.

(2) A court may, on an application in respect of a debtor company other than an initial application, make an order, on any terms that it may impose,

(a) staying, until otherwise ordered by the court, for any period that the court considers necessary, all proceedings taken or that might be taken in respect of the company under an Act referred to in paragraph (1)(a);

(b) restraining, until otherwise ordered by the court, further proceedings in any action, suit or proceeding against the company; and

(c) prohibiting, until otherwise ordered by the court, the commencement of any action, suit or proceeding against the company.

(3) The court shall not make the order unless

(a) the applicant satisfies the court that circumstances exist that make the order appropriate; and

(b) in the case of an order under subsection (2), the applicant also satisfies the court that the applicant has acted, and is acting, in good faith and with due diligence.

(4) Orders doing anything referred to in subsection (1) or (2) may only be made under this section.

Courts of Justice Act, R.S.O. 1990, c. C-34

137 (1) On payment of the prescribed fee, a person is entitled to see any document filed in a civil proceeding in a court, unless an Act or an order of the court provides otherwise.

(2) A court may order that any document filed in a civil proceeding before it be treated as confidential, sealed and not form part of the public record.

(3) On payment of the prescribed fee, a person is entitled to see any list maintained by a court of civil proceedings commenced or judgments entered.

(4) On payment of the prescribed fee, a person is entitled to a copy of any document the person is entitled to see.

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Court File No. CV-13-10000-00CL

ONTARIO SUPERIOR COURT OF JUSTICE COMMERCIAL LIST

Proceeding commenced at Toronto

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