

NOTICE OF SETTLEMENT AND OPPORTUNITY TO PARTICIPATE IN SETTLEMENT OF LAWSUIT ON BEHALF OF STORAGE RENTALS OF AMERICA PROPERTY MANAGERS

This Notice is authorized by the Circuit Court in the 15th Judicial Circuit in and for Palm Beach County. This is not a solicitation from a lawyer.

- A settlement has been entered to resolve a collective action lawsuit that has been filed under the Fair Labor Standards Act (“FLSA”) on behalf of current or former non-exempt Property Managers (however titled) employed at a Storage Rentals of America facility who were employed in the United States at any time during the period of September 6, 2021, through September 16, 2024. (the “Relevant Settlement Period”). The lawsuit alleges that SROA Capital, LLC and its subsidiaries, including SROA Property Management, LLC (collectively “SROA”) failed to properly pay all Property Managers for all hours worked. SROA denies the allegations.
- The case is titled *Cusack, et al. v. SROA Capital, LLC*, Case No. 50-2024-CA-003837-XXXXA-MB filed in the 15th Judicial Circuit Court in Palm Beach County, Florida (“the Litigation”).
- This Notice describes important terms of the Settlement Agreement and Release of Claims (“Settlement”). SROA does not believe that it did anything wrong, and SROA contends that it paid all employees correctly. However, SROA has entered into this settlement to avoid litigation costs and business disruptions.
- You may participate in the Settlement by fully completing and submitting the enclosed Consent to Join Settlement, Release, and Claim Form by March 14, 2025.
- If you participate in the Settlement, you will receive an estimated settlement payment of \$<<EstAmnt>>, which is based on the number of applicable weeks you were employed as a Property Manager for SROA during the Relevant Settlement Period. In exchange, you will be releasing SROA from all wage and hour and related claims.
- Half of your estimated settlement payment will be subject to deductions for payroll taxes and other legally required withholdings. The other half of your estimated settlement payment will be treated as non-wage income without withholdings, but it will be reported to the IRS on form 1099.

<p>SEND IN THE CLAIM FORM AND RELEASE.</p>	<p>Receive a settlement payment. Give up or “release” certain claims.</p> <p>By timely and fully completing and submitting the Consent to Join Settlement, Release, and Claim Form, you will receive your estimated settlement payment and release unpaid wage claims against SROA that are covered by the Settlement. You may obtain a copy of the Settlement Agreement by contacting the Settlement Claims Administrator.</p>
<p>DO NOTHING.</p>	<p>You do not give up any rights; however, you will not receive a settlement payment.</p> <p>If you do nothing and do not send back your Consent to Join Settlement, Release, and Claim Form, you will not receive any settlement payment and will not release any claims. However, the statute of limitations will continue to run on your claim.</p>

How do I participate in this action and receive a settlement payment?

You must fully complete and return the Consent to Join Settlement, Release, and Claim Form to the Settlement Claims Administrator by March 14, 2025. The Settlement Claims Administrator's contact information is:

Cusack v. SROA Capital, LLC

c/o CPT Group, Inc.

50 Corporate Park

Irvine, CA 92606

Toll Free: 1-888-921-5003 / Fax: (949) 419-3446

Email: SROAClaims@cptgroup.com

Website: www.SROAClaims.com

You can also submit a claim form online by visiting the website above, or you may also return the Claim Form by mail to the above address in the enclosed pre-paid envelope or send it by e-mail, or facsimile.

If the address to which this Notice was sent is no longer your address, you should immediately advise the Settlement Claims Administrator, at the address listed above and on the Claim Form.

Who are the attorneys who represent the Named Plaintiffs?

The Shavitz Law Group, P.A. represents the Named Plaintiffs and have negotiated the settlement terms. As part of the Settlement, subject to Court approval, the law firm will be paid one-third of the Settlement to compensate them for their attorneys' fees, plus their out-of-pocket costs and expenses for litigating and settling the Lawsuit. You will not have to pay the attorneys any of their fees, costs or expenses out-of-pocket.

Information about the firm is available at <https://www.shavitzlaw.com>, or by e-mail at info@shavitzlaw.com, or by phone at 800-616-4000.

Can I get more information about the Settlement?

If you would like more information about the Settlement, you may contact the Settlement Claims Administrator, CPT Group, Inc., at 50 Corporate Park, Irvine, CA 92606, SROAClaims@cptgroup.com, 1-888-921-5003 or Plaintiffs' Counsel, Shavitz Law Group, at info@shavitzlaw.com or 800-616-4000.