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12 Attorneys for Plaintiff FARZAD AZIMA

13 (Additional Attorneys Next Page)

14 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
15 **FOR THE COUNTY OF LOS ANGELES**

16 FARZAD AZIMA, individually and on behalf
17 of all others similarly situated

18 Plaintiff,

19 v.

20 BIG HIT ENTERTAINMENT CO., LTD, a
21 corporation; FREENJOY, INC., a
22 corporation; and DOES 1 thru 50, inclusive,

23 Defendants.

Case No.: 20STCV43656

[The Hon. Laura A. Seigle, Dept. 17]

**DECLARATION OF FRANK H. KIM IN
SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: April 2, 2026

Time: 9:00 AM

Dept.: SS-17

Complaint Filed: November 16, 2020

Trial Date: None Set

1 FRANK H. KIM, State Bar No. 264609
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6 Telephone: (323) 482-3300

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12 Telephone: (323) 487-9151

13 Attorneys for Plaintiff FARZAD AZIMA
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I, Frank H. Kim, declare:

1. I am an attorney licensed to practice law in the State of California and the owner of Kim Legal, APC, one of the attorneys of record for Plaintiff Farzad Azima in the matter entitled *Farzad Azima v. Big Hit Entertainment Co. LTD, et al.*, Los Angeles County Superior Court Case No. 20STCV43656 (the “Action”). I have personal knowledge of the facts stated herein and, if called as a witness, could and would competently testify thereto.

2. I support and recommend final approval of the Settlement Agreement. Based on my investigation of the claims, evaluation of the risks and uncertainties of continued litigation, and experience litigating wage-and-hour class and representative actions, it is my opinion that the Settlement is fair, reasonable, and adequate, and is in the best interests of the Settlement Class and the aggrieved employees.

3. I serve as Class Counsel in this matter. I have been a member of the State Bar of California since 2009 and have over fifteen years of legal experience, including substantial experience prosecuting complex employment litigation involving wage-and-hour and working-condition violations.

4. I have extensive experience handling class and representative actions, complex litigation, and wage-and-hour claims such as those asserted in this Action. My knowledge of the applicable wage-and-hour laws is reflected in my representation of employees in numerous disputes in both state and federal courts throughout California involving compensation and workplace practices.

5. I received my law degree from the University of California, Hastings College of the Law. After graduating from law school, I represented insurance carriers in subrogation litigation at Gibson, Robb & Lindh LLP and consumer finance lenders at Severson & Werson, APC and Bryan Cave LLP (now Bryan Cave Leighton Paisner LLP). In 2013, I joined the in-house legal department of Westlake Financial Services (“WFS”), the largest privately held automobile finance lender in the United States, with over \$10 billion in assets under management. In 2017, I was

1 appointed General Counsel, a position I held until January 2020, when I left to establish my own
2 law practice.

3 6. During my tenure at WFS, I managed nationwide litigation matters, including
4 employment-related litigation involving a workforce of more than 1,300 employees. I worked
5 closely with outside counsel in California wage-and-hour class actions, including *DeLeon, et al.*
6 *v. Westlake Services, LLC* (LASC BC526750) and *Yeganeh v. Westlake Services, LLC* (LASC
7 BC700568). I was also counsel of record for Western Funding Incorporated (a subsidiary of WFS)
8 in *Western Funding Incorporated v. Vegas Valley Motors Corp.* (LASC BC655813), where in
9 2019 I obtained a trial verdict in the amount of \$1,730,000 and was awarded attorney's fees at an
10 hourly rate of \$695.

11 7. In 2020, I founded Kim Legal, APC, a plaintiff-side employment law firm. Since
12 that time, I have been appointed class counsel in numerous wage-and-hour class actions,
13 including:

- 14 a. *Smetana, et al. v. Quiktrak, Inc.*, which settled for \$1.65 million on behalf
15 of 253 class members, with Judge David R. Lampe awarding 40% in
16 attorney's fees;
- 17 b. *Wellinger v. Live Nation Worldwide, Inc.*, which settled for \$550,000 on
18 behalf of 55 class members, with Judge Yvette M. Palazuelos awarding
19 33.33% in fees;
- 20 c. *Wright, et al. v. GWE, LLC, et al.*, which settled for \$335,000 on behalf of
21 218 class members, with Judge Elihu M. Berle awarding 33.33% in fees;
- 22 d. *Bandara v. Bonobos, Inc.*, which settled for \$480,000 on behalf of 172
23 class members, with Judge David S. Cunningham III awarding 33.33% in
24 fees;
- 25 e. *Meelee v. Shryne Group, Inc., et al.*, which settled for \$4.28 million on
26 behalf of 5,891 class members, with Judge Sammuel T. McAdam awarding
27 35% in fees;

- 1 f. *Deskins v. Infosys Limited*, which settled for \$2.72 million on behalf of
2 3,367 aggrieved employees, with Judge Stephanie M. Bowick awarding
3 33.33% in fees;
4 g. *Pearson v. West Brands, LLC*, which settled for \$1.35 million on behalf of
5 609 class members, with Judge Carolyn B. Kuhl awarding 33.33% in fees;
6 h. *Leslie v. Yeezy Apparel LLC*, which settled for \$625,000 on behalf of 40
7 class members, with Judge Jon R. Takasugi awarding 33.33% in fees; and
8 i. *Azima v. Netflix Productions, LLC*, which settled for \$925,000 and is
9 currently pending final approval.

10 8. The named Plaintiff and the proposed Settlement Class have been jointly represented
11 by my firm, Kim Legal, APC, Helen Kim Law, APC, Kingsley Szamet Employment Lawyers,
12 and Liane Ly Law. My firm and Helen Kim Law, APC entered into a retainer and co-counsel
13 agreement dated November 8, 2020, which sets forth the division of fees and costs between the
14 firms. My firm and Helen Kim Law, APC, and Kingsley Szamet Employment Lawyers entered
15 into a fee-sharing agreement dated July 14, 2022. Throughout this litigation, counsel have worked
16 cooperatively and have divided responsibilities to ensure that the work was performed efficiently
17 and without unnecessary duplication of billing.

18 9. I spent approximately 62.5 hours litigating this matter. My current billing rate is
19 \$895 per hour. My resulting lodestar is \$55,490.00.

20 10. My firm has incurred litigation costs totaling \$8,775.19, which have been or will be
21 paid by my firm. These costs cover all costs incurred in connection with this Action; Helen Kim
22 Law, APC has no separate costs. Attached as Exhibit A is a breakdown of those costs. Attached
23 as Exhibit A is a breakdown of those costs.

24 11. I am aware of no conflicts of interest between the proposed Class Representative and
25 the Settlement Class.

26 12. I have no conflicts of interest with the State of California or with Plaintiff. I am not
27 related to the proposed Class Representative. I have not previously represented Defendants in any
28 matter. I do not have any financial or other interest in the settlement administrator, Apex Class

1 Action Administration, other than a professional relationship arising from its administration of
2 prior settlements.

3 I swear under penalty of perjury under the laws of the State of California that the foregoing
4 is true and correct, this March 10, 2026, at Los Angeles, California.

5
6 /s/ Frank H. Kim

FRANK H. KIM
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Exhibit A

Kim Legal, APC Costs			
Date	Expense Type	Expense Description	Expense Amount
11/18/20	Attorney Service - Physical Court	Workorder 186386	\$1,652.15
11/24/20	LWDA PAGA fee	LWDA-CM-813654-20	\$82.50
11/24/20	Postage	PAGA certified mail	\$21.73
11/25/20	Attorney Service - Physical Court	Workorder 187465	\$80.25
12/18/20	Attorney Service - Service of Process	Workorder 190446	\$120.29
12/21/20	Attorney Service - Service of Process	Workorder 190445	\$170.89
2/24/21	Attorney Service - Physical Court	Workorder 198003	\$57.16
5/13/21	Attorney Service - Physical Court	Workorder 208813	\$62.59
6/9/21	Attorney Service - Physical Court	Workorder 211928	\$62.59
6/16/21	Attorney Service - Physical Court	Workorder 213571	\$85.14
6/22/21	Attorney Service - Physical Court	Workorder 214695	\$91.74
9/1/21	E-Service Provider: Case Anywhere	Invoice 229641	\$124.08
9/21/21	Attorney Service - Service of Process	Workorder 229874	\$243.36
10/5/21	Attorney Service - Service of Process	Workorder 231840	\$166.36
11/1/21	Attorney Service - Filing	Workorder 236332	\$49.05
11/8/21	Attorney Service - Filing	Workorder 237361	\$33.47
11/16/21	Attorney Service - Filing	Workorder 238767	\$58.31
11/16/21	Attorney Service - Filing	Workorder 238627	\$115.31
12/6/21	E-Service Provider: Case Anywhere	Invoice 238007	\$250.80
12/7/21	LASC Document Download	11/23/2021 - Stip & Order to Permit Filing of SAC	\$4.40
12/9/21	Attorney Service - Filing	Workorder 242100	\$34.71
12/16/21	Attorney Service - Filing	Workorder 243214	\$59.19
12/20/21	Attorney Service - Filing	Workorder 243632	\$82.75
1/4/22	Attorney Service - Filing	Workorder 244897	\$33.47
3/2/22	E-Service Provider: Case Anywhere	Invoice 246203	\$224.40

Kim Legal, APC Costs			
Date	Expense Type	Expense Description	Expense Amount
4/3/22	Attorney Service - Filing	Workorder 259182	\$33.83
5/16/22	Attorney Service - Physical Court	Workorder 266889X	\$126.76
5/16/22	Attorney Service - Filing	Workorder 266889	\$197.13
5/31/22	Expert Analysis	Invoice 21942	\$532.95
6/2/22	E-Service Provider: Case Anywhere	Invoice 254703	\$158.40
6/8/22	Legal Support Services (Court Reporter Appearance)	Invoice 302244	\$1,045.00
6/24/22	Attorney Service - Filing	Workorder 274333	\$48.96
6/28/22	Attorney Service - Physical Court	Workorder 274333X	\$94.04
7/5/22	Attorney Service - Filing	Workorder 275391	\$33.65
7/21/22	Attorney Service - Filing	Workorder 278204	\$33.47
9/7/22	E-Service Provider: Case Anywhere	Invoice 263156	\$151.80
10/5/22	Attorney Service - Filing	Workorder 290614	\$34.09
10/5/22	Attorney Service - Physical Court	Workorder 290614X	\$75.34
12/5/22	E-Service Provider: Case Anywhere	Invoice 271837	\$145.20
3/1/23	E-Service Provider: Case Anywhere	Invoice 280376	\$132.00
6/1/23	E-Service Provider: Case Anywhere	Invoice 289388	\$132.00
9/2/23	E-Service Provider: Case Anywhere	Invoice 298549	\$132.00
9/2/23	E-Service Provider: Case Anywhere (HKL)	Invoice 298543	\$147.02
12/5/23	E-Service Provider: Case Anywhere	Invoice 308355	\$132.00
12/5/23	E-Service Provider: Case Anywhere (HKL)	Invoice 308349	\$148.50
12/7/23	E-Service Provider: Case Anywhere (HKL)	Invoice 310018	\$94.38
3/4/24	E-Service Provider: Case Anywhere	Invoice 318134	\$132.00
6/3/24	E-Service Provider: Case Anywhere	Invoice 328579	\$132.00
9/3/24	E-Service Provider: Case Anywhere	Invoice 339660	\$132.00
12/4/24	E-Service Provider: Case Anywhere	Invoice 351276	\$132.00

Kim Legal, APC Costs			
Date	Expense Type	Expense Description	Expense Amount
3/5/25	E-Service Provider: Case Anywhere	Invoice 367839	\$132.00
4/4/25	E-Service Provider: Case Anywhere	Invoice 379660	\$40.00
5/2/25	E-Service Provider: Case Anywhere	Invoice 391606	\$40.00
6/2/25	E-Service Provider: Case Anywhere	Invoice 403591	\$40.00
7/1/25	E-Service Provider: Case Anywhere	Invoice 415726	\$40.00
8/4/25	E-Service Provider: Case Anywhere	Invoice 428226	\$40.00
9/2/25	E-Service Provider: Case Anywhere	Invoice 440633	\$40.00
10/1/25	E-Service Provider: Case Anywhere	Invoice 453253	\$40.00
11/3/25	E-Service Provider: Case Anywhere	Invoice 466084	\$40.00
12/1/25	E-Service Provider: Case Anywhere	Invoice 479051	\$40.00
1/2/26	E-Service Provider: Case Anywhere	Invoice 491863	\$40.00
2/2/26	E-Service Provider: Case Anywhere	Invoice 504858	\$40.00
3/2/26	E-Service Provider: Case Anywhere	Future Charge for Feb. 2026 services	\$40.00
4/2/26	E-Service Provider: Case Anywhere	Future Charge for Mar. 2026 services	\$40.00
		TOTAL COSTS - KIM LEGAL, APC	\$8,775.19

(PROOF OF SERVICE)
[CCP 1013(a)(3)]
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On March 10, 2026, I served all interested parties in this action the following documents described as: **DECLARATION OF FRANK H. KIM IN SUPPORT OF PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

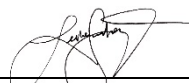
TURNER DHILLON LLP William M. Turner William.Turner@TurnerDhillon.com Asha Dhillon Asha.Dhillon@TurnerDhillon.com Liza M. Brereton Liza.Brereton@TurnerDhillon.com Catherine Dellecker Catherine.Dellecker@TurnerDhillon.com Samer Aref Samer.Aref@TurnerDhillon.com 707 Wilshire Boulevard, Suite 3250 Los Angeles, CA 90017 Attorneys for Defendant	FRANK H. KIM fkim@kim-legal.com KIM LEGAL, APC 3435 Wilshire Blvd, Suite 2700 Los Angeles, CA 90010 HELEN U. KIM helen@helenkimlaw.com HELEN KIM LAW, APC 3435 Wilshire Blvd, Suite 2700 Los Angeles, CA 90010 LIANE LY LAW Liane Katzenstein Ly liane@lianelylaw.com 601 S Figueroa St., Ste 1950 Los Angeles, CA 90017-3983 Attorneys for Plaintiff
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[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing ("EF") System (<https://dir.tfaforms.net/432>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] BY ELECTRONIC MAIL TRANSMISSION: I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the below email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on March 10, 2026, at Chino, California.



Leslie Sanchez