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Attorneys for Plaintiff FARZAD AZIMA
(Additional counsel for Plaintiff on following page)

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

FARZAD AZIMA, an individual, on behalf
of all others similarly situated,

PLAINTIFF,

v.

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

DEFENDANTS.

CASE NO. 20STCV43656

[Case Assigned for All Purposes to Hon. Laura
A. Siegle in Dept. 17]

**~~PROPOSED~~ ORDER GRANTING
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT AND ENTERING
JUDGMENT**

Date: April 2, 2026
Time: 9:00 A.M.
Dept.: 17

Complaint Filed: November 16, 2020
FAC Filed: June 14, 2021
Trial Date: None Set

1 **TO ALL PARTIES AND TO THEIR ATTORNEYS OF RECORD:**

2 The above captioned Action is a class action lawsuit brought by Plaintiff Farzad Azima
3 (“Class Representative” or “Plaintiff”) against Defendant BIG HIT ENTERTAINMENT CO.,
4 LTD, a corporation; FREENJOY, INC., a corporation (“Defendant”). The Motion for Final
5 Approval of Class Action Settlement came before this Court, on April 2, 2026.

6 **WHEREAS**, Judge Laura A. Siegle granted preliminary approval of the Class Action and
7 PAGA Settlement Agreement (“Agreement” or “Settlement”), attached to the concurrently-filed
8 Declaration of Kelsey M. Szamet as Exhibit “1”, on October 1, 2025.

9 **WHEREAS**, Plaintiff Farzad Azima has applied to the Court for an order granting final
10 approval of the Agreement.

11 **WHEREAS**, the Agreement sets forth the terms and conditions for the proposed
12 Agreement and for entry of an Order of Final Approval and entry of final judgment thereon. The
13 Court having read and considered Plaintiff’s Motion for Final Approval of Class Action
14 Settlement; Motion for Approval of Attorneys’ Fees and Costs; the Declarations of Eric B.
15 Kingsley, Farzad Azima; Kim Legal, APC; and Helen Kim Law, APC and Madely Nava of Apex
16 Class Action Administration; and the supporting documents annexed thereto, now finds:

17 **NOW THEREFORE, GOOD CAUSE APPEARING, IT IS HEREBY ORDERED:**

18 1. The Court has personal jurisdiction over all Settlement Class Members and that the
19 Court has subject matter jurisdiction to approve the Agreement;

20 2. The terms of the Agreement are fair, just, reasonable, and adequate, consistent and
21 in compliance with California Code of Civil Procedure, the California and United States
22 Constitutions (including the due process clauses), the California Rules of Court and any other
23 applicable law, and in the best interest of each of the Parties and the Settlement Class Members
24 and is hereby finally approved in all respects.

25 3. The Parties are hereby directed to perform the terms of the Settlement as described
26 in the Agreement according to its terms and provisions.

27 4. The Agreement is binding on Plaintiff and all other Settlement Class Members,
28 except those who timely and properly filed Request for Exclusion, as well as their heirs, executors

1 and administrators, successors and assigns.

2 5. There are zero (0) valid requests for exclusion.

3 6. There are no objectors to the Agreement.

4 7. It is ordered that the Settlement Class is certified for settlement purposes only. The
5 Court finds that an ascertainable class exists and a well-defined community of interest exists in the
6 questions of law and fact involved because in the context of the Agreement: (i) there are questions
7 of law and fact common to the Settlement Class Members which, as to the Agreement and all
8 related matters, predominate over any individual questions; (ii) the Claims of Plaintiff are typical
9 of the Claims of the Settlement Class Members; and (iii) in negotiating, entering into and
10 implementing the Agreement, Plaintiff and Plaintiff's Attorneys have fairly and adequately
11 represented and protected the interest of the Settlement Class Members.

12 8. The Court finds that the Notice and notice methodology implemented pursuant to
13 this Agreement (i) constituted the best practicable notice; (ii) constituted notice that was
14 reasonably calculated, under the circumstances, to apprise Settlement Class Members of the
15 pendency of the Action, their right to object to or exclude themselves from the proposed
16 Agreement and their right to appear at the Final Settlement Hearing; (iii) were reasonable and
17 constituted due, adequate and sufficient notice to all persons entitled to receive notice; and (iv)
18 met all applicable requirements of the California Code of Civil Procedure, the California and
19 United States Constitution (including the Due Process Clause), the California Rules of Court and
20 any other applicable law.

21 9. The Settlement Class is hereby made final. The Settlement Class is defined as:

22 "all current and former non-exempt employees of Freenjoy, Inc. in
23 California who worked on the "On" by BTS music video production
24 and were compensated by Freenjoy, Inc. based on a guaranteed
amount for 10 or 12 hours of work per day from February 3, 2020
to February 6, 2020." (the "Class").

25 10. The "Class Period" is February 3, 2020, until February 6, 2020.

26 11. The Aggrieved Employees are hereby made final. The Aggrieved Employees are
27 defined as:

28 "all current and former non-exempt employees of Freenjoy, Inc. in
California who worked on the "On" by BTS music video production

and were compensated by Freenjoy. Inc. based on a guaranteed amount for 10 or 12 hours of work per day from February 3, 2020 to February 6, 2020.” (the “Aggrieved Employees”).

12. The Agreement is not an admission by Defendant, nor is this Final Order a finding of the validity of any allegations or of any wrongdoing by Defendant. Neither this Final Order, the Agreement, nor any document referred to herein, nor any action taken to carry out the Settlement, shall be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant.

13. Pursuant to the Agreement, upon entry of this Final Order, Plaintiff and each Settlement Class Member shall fully release and discharge the Released Parties pursuant to the following release and expressly waive and relinquish any and all claims, rights or benefits that they may have under California Civil Code § 1542, which provides:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her would have materially affected his or her settlement with the debtor or Released Party

Release by Participating Class Members Who Are Not Aggrieved Employees: “All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Operative Complaint and ascertained in the course of the Action, including, 1) Failure to Provide Meal Breaks; 2) Failure to Provide Rest Breaks; 3) Failure to Pay Overtime Wages; 4) Waiting Time Penalties; 5) Failure to Provide Itemized Wage Statements. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.”

Release by All Aggrieved Employees for Participating and Non-Participating Class Members: “All Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, Plaintiff’s November 24, 2020 PAGA Letter, and ascertained in the course of the Action, including, 1) Failure to Provide Meal Breaks; 2) Failure to Provide Rest Breaks; 3) Failure to Pay Overtime

Wages; 4) Waiting Time Penalties; 5) Failure to Provide Itemized Wage Statements.”

14. Plaintiff and all Settlement Class Members who have not been timely and properly excluded from the Settlement Class, and any person acting on their behalf, are permanently barred and enjoined from: (i) filing, commencing, prosecuting, intervening in, participating in (as class members or otherwise), or receiving any benefits or other relief from, any other lawsuit, in any state or federal court, arbitration, or administrative, regulatory or other proceeding or order in any jurisdiction based on the Released Claims; and (ii) organizing such non-excluded Settlement Class Members into a separate class for purposes of pursuing as a purported class action (including by seeking to amend a pending complaint to include class allegations, or by seeking class certification in a pending action) any lawsuit based on or relating to the Released Claims;

15. The Agreement provides that the Gross Settlement Amount is five hundred fifty thousand dollars and zero cents (\$550,000.00). The Net Settlement Amount shall be determined according to the terms of the Agreement.

16. The Court orders the calculations and the payments to be made and administered in accordance with the terms of the Agreement.

17. The Court hereby finds that Plaintiff and Class Counsel adequately represented the Settlement Class for purposes of entering into and implementing the settlement. The Court hereby confirms Kingsley Szamet Employment Lawyers; Kim Legal, APC; and Helen Kim Law Class Counsel in the Action.

18. The Court hereby finds the unopposed application of Class Counsel for a costs and attorneys' fees award provided for under the proposed Agreement to be fair and reasonable in light of all the circumstances and is hereby granted. Of the Gross Settlement Amount, ~~\$192,500.00~~ ^{\$183,333.33} shall be paid for attorney fees and \$35,000.00 shall be paid for litigation costs.

19. The unopposed application of Class Counsel for an enhancement payment to Plaintiff is hereby granted. Of the Gross Settlement Amount, a \$5,000.00 Class Representative Service Payment shall be allocated to Class Representative Farzad Azima.

20. The unopposed application of Class Counsel for claims administration fees to Apex

Class Action Administration is hereby granted. Of the Gross Settlement Amount, \$4,500.00 shall be paid for settlement administration fees.

21. Defendant shall have no further liability for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or liability, except as provided for in the Agreement.

22. The Court approves the PAGA Penalties in the amount of \$15,000.00. The Court approves 75% of the PAGA Penalties being allocated to the Labor and Workforce Development Agency ("LWDA") in the amount of \$11,250.00. The Court further directs that the remaining 25% of the PAGA Penalties, in the amount of \$3,750.00 shall be allocated to the Net Settlement Amount for distribution to the Settlement Class Members.

23. If a Settlement Class Member does not cash his or her settlement check within 180 days, the uncashed funds shall be transmitted by the Administrator to the State of California Controller's Unclaimed Property Fund the name of the class member who did not cash his or her Individual Settlement Payment check.

24. Defendant shall have no further liability for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or liability, except as provided for in the Agreement.

25. The Court hereby grants and authorizes the Parties, without further approval from the Court, to agree to and to adopt such amendments, modifications and expansions of this Stipulation and all exhibits attached hereto as (i) are consistent with the Final Judgment; and (ii) do not limit the rights of Settlement Class Members under the Stipulation.

26. Pursuant to California Rule of Court Rule 3.769(h) and C.C.P. §664.4, the Court shall retain jurisdiction over the Action, the Parties, and the Settlement Class, as well as the administration and enforcement of the terms of the Settlement of this action to enforce the terms of the judgment. Without affecting the finality of the Final Judgment, the Court shall retain continuing jurisdiction over the Action, the Parties, and the Settlement Class, as well as the administration and enforcement of the Settlement. Any disputes or controversies arising with respect to the interpretation, consummation, enforcement, or implementation of the Settlement shall be presented by motion to the Court; provided however, that nothing in this Part shall restrict the ability of the Parties to exercise their rights to terminate the Settlement pursuant to the terms

1 of the Agreement.

2 27. This Final Order shall constitute a final judgment.

3 28. The Court hereby dismisses the action (including all individual claims and Released
4 Claims presented thereby) with prejudice, without fees or costs to any party except as provided in
5 the Agreement. Plaintiff is to file a declaration of final distribution by January 22, 2030. The court
6 sets a non-appearance case review for January 29, 2030 at 8:30 a.m.

7 DATED: 04/02/2026

 *Laura Seigle*
JUDGE OF THE SUPERIOR COURT

Laura A. Seigle / Judge

(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: **[PROPOSED] ORDER GRANTING FINAL APPROVAL OF CLASS ACTION SETTLEMENT AND ENTERING JUDGMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

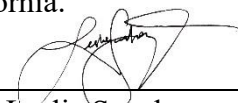
TURNER DHILLON LLP William M. Turner William.Turner@TurnerDhillon.com Asha Dhillon Asha.Dhillon@TurnerDhillon.com Liza M. Brereton Liza.Brereton@TurnerDhillon.com Catherine Dellecker Catherine.Dellecker@TurnerDhillon.com Samer Aref Samer.Aref@TurnerDhillon.com 707 Wilshire Boulevard, Suite 3250 Los Angeles, 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

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