# izna

# The mistreatment of izna

## An Open Appeal to WakeOne Entertainment and The Black Label

As izna reaches the one-year mark since debut, we, the fans, feel compelled to raise serious concerns regarding the consistent mistreatment of the group and its members. This document outlines the systemic issues that have hindered izna's growth, undermined member morale, and alienated the fandom.

## 1. Lack of Protection and Safety concerns

- The company has failed to take visible action against malicious posts, defamatory comments, sexualizing remarks and online harassment, leaving members vulnerable to ongoing attacks. [a]
- Members have been styled in inappropriate or overly revealing outfits, raising concerns about age-appropriate presentation and a lack of regard for their comfort and safety (e.g. Jiyoons styling during N/a era that resulted in multiple fancams having to be taken down; Saebi's outfits often being inappropriate for her age.)

# 2. Weak Sales Strategy Impacting Rookie of the Year (ROTY) Potential

- "SIGN" was released only as a digital album, limiting sales.
- "BEEP" was a limited physical release, despite demand.
- These decisions drastically reduced izna's chances of securing music show wins or being seriously considered for ROTY.

# 3. Insufficient Fan Support and Engagement

- No official fan membership kit has been distributed.
- No 1:1 private messaging/chat feature for fans.
- No fan meeting has been organized.
- No open fan support opportunities, unlike other WakeOne artists.
  - Only 3 out of 7 members able to receive custom in-ear monitors, crucial for live performance.
- In some countries, fan support activities like advertisements or events need company approval. However, fanbases haven't been able to proceed because WakeOne isn't responding to emails, even basic requests for permission that would help promote both the artists and the company.

 Overall lack of opportunities for members to connect with fans, resulting in fans disappointed and overall departure from the fandom.

# 4. Absence of Group-Level Promotional Opportunities

- izna has yet to receive promotional campaigns comparable to their labelmates.
- Limited schedules and a lack of visibility on public broadcasts and variety platforms have stunted the group's exposure.
- No pre-debut variety content was produced to introduce the members.
  - akin to KEP1ERVIEW and CAMP ZEROBASEONE
- izna has received minimal promotion outside of music releases, reducing fan connection and overall public recognition.
- 2/7 members given the opportunity to post covers. Covers should be consistent and at full discretion and creative control of the members to fully show their abilities.
- No official promotional schedule was released, leaving fans unable to prepare for streaming or support efforts.
- No behind-the-scenes content from recording sessions was shared, missing a vital opportunity to highlight the members' vocal and artistic growth.

# 5. Mishandling of Jiyoon's Hiatus and Reintegration

- Jiyoon's hiatus was poorly communicated, with no official updates or timeline shared, leaving fans confused, anxious, and disheartened.
- She was excluded from the group's 100-day celebration letter, as well as the letters from other members birthdays and not mentioned during music show win speeches twice now, which felt like a deliberate omission rather than a temporary absence.
- On her birthday, the company announced to release the XOXO izna Busan trip content, a group activity filmed and promoted without her, which fans find to be deeply disrespectful and hurtful.
- The continued promotions without acknowledgment of Jiyoon have made it feel as though she is being erased from the group's image, damaging her public reputation and emotional connection with fans.
- izna's official Spotify profile, while displaying the six other members individual pictures, does not have a picture of Jiyoon displayed.

# 6. Unequal Member Treatment and Internal Imbalance

 Mai received no individual promotional content or opportunities until her magazine cover during the "BEEP" era.

- Disparities in screen time, styling, and distribution of lines persist across comebacks. Mai and Saebi consistently have the least screen time, lines, and center opportunities despite being hand chosen for the group
- Inconsistent social media activity from certain members (particularly Mai and Jiyoon prior to her hiatus) has created confusion among fans. Mai primarily posts on Plus Chat, with little to no presence on Instagram or X, unlike other members who engage more regularly across platforms.
- Inconsistent opportunities for members to appear solo or in units on other variety content, including those hosted by their peers.

# 7. Mishandled Japanese Debut

- The Japanese debut was relegated to a B-side of a Korean single.
- No Japanese variety or music show appearances were arranged.
- The music video concept appeared to be almost an exact copy of the Korean version, diminishing the group's credibility and originality in a competitive market.

# Kep1er

# THE MISTREATMENT OF KEP1ER

How a group meant to succeed was set up to fail.

## 1. Lack of Protection and Safety concerns

- Multiple members have received death threats with no action from the company, leaving fans anxious the members will come under harm.
- Petition started from the removal of Huening Bahiyyih was never addressed by the company.[a][b]
- The company has failed to take visible action against malicious posts, defamatory comments, sexualizing remarks and online harassment, leaving members vulnerable to ongoing attacks.
- Members have appeared with unexplained bruises on multiple occasions, raising concern among fans over possible neglect [a]
- The company ignored defamatory articles targeting Kim Dayeon during debut, allowing harmful dating rumors to spread unchecked
- The company allowed Kim Dayeon to be tricked into speaking offensive phrases during international fan calls without protection or monitoring

#### 2. Constant Sickness of Members

- Chaehyun received an IV drip on the day of Queendom finale and still performed. [a]
- Xiaoting's neck issue is considered 'non-recoverable'
- Youngeun fainted during fancall and had to be brought to the hospital during the event
- The company has shown a pattern of pushing members to perform despite clear health concerns, endangering their well-being

## 3. The Mistreatment of Huening Bahiyyih

- WakeOne refuses to acknowledge the dehumanization and cyber bullying, calling her things such as Bahorsie and Bahobo, comparing her visuals to a horse, calling her 'the cold place' (j fans)
- The company has refused to accept brand deals on at least Two (2) occasions
- Despite winning the second place on Girls Planet 999, she was rarely given opportunities and always pushed to the back
- Following her winning of second place, a blue house petition was going around for her removal of the group. This has never been addressed by the company.

#### 4. The Mistreatment of Shen Xiaoting

- Hosted birthday live alone without a cake or decorations, only after fans begged for it.
- No schedule in China until after contract renewal
- After Xiaoting's contract with Topclass ended, WakeOne didn't promote her for months. She didn't have any solo projects during the Tipi-Tap era. To this date, Xiaoting only has had one solo promotion since renewing her contract with WakeOne [a][b]

#### 5. Unequal Member Treatment and Opportunity

- Kim Chae-hyun won first place on Girls Planet and her benefit was to be the center of the group, which never happened. In the 2.5 years of promotion, Chae-hyun's appearance as the center of attention was relatively rare; they didn't respect the public's votes. [a]
- Line and part distribution is often heavily skewed, giving the same members less opportunity to show their skills.

#### 6. Poor Comeback Planning

- Galileo promotions were scheduled during Chuseok, limiting the group's promotional activities and public exposure.
- We Fresh was poorly planned and executed [a]

## 7. Poor Styling and Design

- Outfits are often reused in part or in whole, for different events and between members.
- No unique outfits provided for red carpet or special event, instead making the artist wear their performance outfit for the whole event.
- Concert and fanmeetings lack dancers, props and creative set design, showing little to no investment in their performance.
- Early contents were given no set design, often leading to the girls filming against a white background.

#### 8. Miscellaneous

- The company forced the group into Queendom shortly after debut which hurt their confidence and created more pressure on the members, especially after being forced to read hateful messages about themselves.
- Seo Youngeun returned from her hiatus only 10 days after her father passed away, denying her time to adequately grieve such a monumental loss.

- Birthday celebrations are given minimal effort including but not limited to cake, decorations, birthday posts, and photo shoots
- The members were made to fly economy class while other groups under the same company had access to first-class tickets.
- Kep1er was completely erased from Mnet's history during anniversary celebrations.
- The company ignored the group's existence by excluding Girls Planet from recaps of survival shows
- MNET has excluded the group from studio Studio Choom, KCON and other mnet events.

# SUMMARY

It is clear that the members of Kep1er have suffered mental and physical distress, underpomotion, and lack of resources from their company. The members as individuals and as a whole have been severely neglected compared to their peers and instead of taking responsibility, WakeOne passed them off to subsidary company for all intents and purposes post contract renewal.

# ZeroBaseOne

# THE MISTREATMENT OF ZEROBASEONE

An inside look at the mistreatment of one of the biggest boy group of 2024-2025.

#### 1. Lack of Protection and Safety Concerns

- Multiple members have received death threats with no action from the company, leaving fans anxious the members will come under harm.
- The company has failed to take visible action against malicious posts, defamatory comments, sexualizing remarks and online harassment, leaving members vulnerable to ongoing attacks.
- Questionable and intentional-looking bruises appeared on members on multiple occasions.
- The company has failed to provide adequate protection at the airport, leaving the members vulnerable to mobbing [a]
- Many performances, such as the debut showcase, were held in unsafe conditions leaving fans concerns for the well-being of the members.

#### 2. Constant Sickness of Members and Health Concerns

- Members have been to the hospital on several occasions to receive IV fluid drips, leaving fans concerned about health protocols. [a][b]
- Taerae was forced to continue working, even though his grandfather had passed away, and he was not given time to grieve.
- Hanbin had his wisdom teeth pulled and was forced to dance, causing him to bleed from
  his mouth and have to swallow it. The medical recommendation is complete rest (at least
  two days), but wakeone forced him to dance immediately after his appointment, caring
  little for his health.[a]
- Yujin made to run in ISAC despite having a leg injury, and was helped to walk by staff
- Zhang Hao was made to sign hundreds of albums will ill
- Zhang Hao was absent from a fansign due to illness and the company made no efforts to reschedule after recovery
- Ricky and Zhang Hao were not able to perform in Taiwan for 'Heath Reasons'; Yujin performed while sick at the same event

## 3. Mistreatment of Member Shen Ricky

- Ricky was scolded on and then forced to end his livestream. He then faced SNS ban and not allowed to use plus chat [a][b]
- Ricky was left at the airport on multiple occasions due to passport and visa issues, which is WakeOne's responsibility to handle.
- Editors have blurred his face in multiple official group contents, leading fans to believe it is intention rather than a protection of his image.
- Ricky has the least sns presence, even concerning non fans that he departed the group
- Very little opportunity for solo schedule

#### 4. Mistreatment of Member Zhang Hao

- Zhang Hao won first place in Boys Planet which came with the benefit of being center, however he is often not given the center position in contents.
- Hao has been given a lack of ability to promote his solo song, a benefit of his P01 rank.
- Despite winning Boys Planet, Hao has not received any benefits or work from CJ, 90% of his work is from another network (MBC)
- On Mnet's anniversary, Zhang Hao had a brief stint with 1 minute of screen time on Mnet. He didn't have a special solo segment, a special costume, or any interaction with the Produce 101 winner, even though he won Boys Planet. Hao even said that on that day, the producers didn't let him wait for Hanbin like he normally did, they just kicked him out.
- Many brand deals have been rejected by the company as reported by brands themselves. Brands reached out through his Chinese fanbase.

### 5. Mistreatment of Member Kim Jiwoong

- Jiwoong was excluded from the Top9 video posted by MNET after groups formation, which felt like a deliberate exclusion rather than stylistic choice.
- Kim Jiwoong collapsed due to exhaustion and being electrocuted by his in-ear monitors at the debut showcase and then made him apologize for doing so rather than seeking medical treatment
- Jiwoong is given minimal screen time in ot9 vlogs and behind the scenes contents, leaving fans disappointed with his exposure.
- After a manipulated video targeted at Jiwoong, minimal action was by the company and many still do not believe his innocence. Despite the perpetrator being identified, no visible action has been taken
- Following the editing issue, Jiwoongs SNS presence was diminished and he was limited schedules

### 6. Internal Imbalance and Scheduling Issues

- 'World Tour' had very limited dates and doesn't visit countries where ZB1 has shown popularity, leaving fans disappointed and unable to see the group in person.
- The tour dates are a mess. Korea: close for the Chuseok holiday, which means the members can't spend the holidays with their families. Singapore: one day after CSAT (hindering Yujin from taking the CSAT). Taipei: same day as AAA (breaking Hanbin's

- AAA MC streak). Hong Kong: during Dongzhi Festival, this is poor planning and leaves many fans unable to attend.
- The members themselves were disappointed by the tour announcement and it seems like they weren't aware until it was posted publicly.
- Some members received far less solo schedules compared to others, which can impact their post ZB1 career. This feels like a deliberate set up and sabotage rather than schedule constraint.
- Zerobaseone hasn't had any performance videos, unlike other groups. The only one was
  "In Bloom," for which Hanbin was in charge of directing the video. He mentioned in a live
  that it caused him a lot of stress and pressure, since it was his first time doing it and they
  also had the burden of their debut on top of them.

#### 7. Miscellaneous

- Staff has been caught mocking fans and behaving unprofessionally [a][b][c]
- Fans birthday gifts for Jiwoong were rejected after the company themselves already approved it and assigned a time to deliver them
- Ricky's CIEM was lost by the company, this caused Ricky's fanbase to sue wakeone asking the company to apologize to Ricky and his fanbase and if they didn't, the lawsuit would continue. Wakeone refused and preferred to proceed with the lawsuit, which caused them to lose and have to pay Ricky's fanbase page. It's crazy that they preferred to pay rather than apologize publicly.[a][b]
- Zhang Hao's fans agreed to give him a guitar and messaged wakeone before sending the gift. Wakeone's response was that "he already had an instrument." : Hao has a violin, not a guitar. This caused outrage, and Hao's fans fought back, demanding that the company accept the gift. Fortunately, three days later, wakeone accepted the gift, thanks to the fans' strong demands.

Despite massive popularity both individually and as a group, ZB1 and its members were not given the opportunity to properly and equally bloom as artists which sabotaged future career growth.

# TO1

#### WakeOne's Neglect and Mismanagement of TO1

#### 1. Lack of Protection and Safety Measures

- WakeOne failed to take action against malicious comments directed at members, particularly targeting Woonggi.
- No visible efforts were made to protect TO1 from online harassment or defamation.
- Fans were left to handle harmful discourse without proper company support or intervention

#### 2. Poor Management of Health and Hiatuses

- Members' health updates were vague and inconsistently communicated.
- No official statement was released about Woonggi's health status or the reason behind his extended hiatus.
- Chihoon was inactive on all platforms for over a month with no explanation, leaving fans in the dark.
- The group's silence on VLIVE extended for long periods, further worrying fans about member well-being.

#### 3. Neglect of Celebrations and Milestones

- Woonggi and Chihoon's birthdays were completely ignored on all official platforms—no posts, posters, or VLIVE celebrations were provided.
- TO1's 500th day passed with no recognition, not even a commemorative post.
- On April 1, TO1's second debut anniversary was marked only by a generic social media post. No live content or proper celebration was arranged despite member availability.

#### 4. Disorganized Content and Inconsistent Communication

- Behind-the-scenes and promotional content was uploaded randomly to the official YouTube channel, with no consistent schedule.
- Members were seemingly restricted from using VLIVE or SNS, drastically reducing fan engagement opportunities.
- Comeback schedules, such as the release of "CIDER," were pushed back without transparency or updates

# A HISTORY OF ABUSE

# Wakeone's (and pre-organization companies') General Mismanagement

- Wakeone has been caught paying fansites of their groups and disclosing private information for their benefits. This is unethical and unsafe.
- Fans have spoken out for change on multiple occasions with no results or response from the company [a][b][c][d][e][f][g][h][i][i][m][n][o]
- Former idols (before company reorganization) have alleged they do not pay or properly promote their idols [a]
- Abuse and Misconduct from staff toward idols is allowed [a][b][c][d][e]
- The company has shown repeated incompetence in preparing their artists for overseas schedules [a][b][c]
- Though marketed as 'Global Groups', Wakeone groups have been limited to Korean and Japanese songs, failing to expand and appeal to a large population of their fans.

# Survival Show Abuse and Mishandling

- There has been multiple scandals and lawsuits involving CJ ENM and their subsidaries [a][b][c][d][e][f][a][h][i][i][k][i][m][n][o][p][q][r]
- Mistreatment of C group contestants across planet series
- Unfair elimination of B2P trainees before first round began
- Used secondary account for C group trainees on B2P giving them less exposure [K GROUP][C GROUP]
- Girls planet demo stage took 40 hours to film, only giving the trainees a 2 hour break and depriving them of sleep [a]
- Allegations of abuse and bad conditions on the set of I-Land 2 [a]
- During I-Land 1, CJ allowed cameras to be placed inside the trainees dorms without their knowledge [a]
- Survival Shows are edited to manipulate the viewers perceptions, often targeting foreign trainees or those they just don't want to debut or groups they don't want to win.

  [a][b][c][d][e][f][g][h][i][i][k][i][m][o]
- I-LAND 2 eliminated several trainees before the show and voting began, not giving those trainees a fair chance overall
- During Boys 2 Planet, contestants were eliminated in the demo stage. This prevented many from truly being able to showcase their talents. More than half of these trainees were from C Group
- Show was initially announced to have 2 groups, but after filming began it was reworked to one group, limited the debut seats [a]
- Kep1er was made to read hate tweets about themselves on Queendom, which affected their confidence [a]

- Screen time and treatment in debut survival series' is heavily skewed. Higher ranked trainees face better treatment. Trainees wanted by the company are often highlighted in episodes while those they don't like receive no screentime and poor treatments, even if they are popular. [a][b][c][d]
- When Ollie was injured during Boys Planet sports day, staff instructed him to wait until filming ended for them to help him seek care; the pain was so bad he called an ambulance himself [a]
- Trainee stages in Boys Planet were changed one week prior to filming, even though they had been preparing another stage for months [a]
- CJ ENM claimed in December of 2019 that they would cease all debut survival programs, yet have released 4 since then [a][b]
- Contestants have spoken about the poor conditions during survival shows [a]
- Many times, trainees have been chosen for survival shows despite difficult pasts and bullying scandals, leaving fans to wonder if there is any sort of background check for trainees, raising concern for safety and overall being of participants
- Though marketed as 'Worldwide Streaming' MNET disabled streaming of Boys 2 Planet in multiple countries
- Kingdom: Legendary War filming lasted up to 33 hours according to a participant [a]
- Kingdom: Legendary War was not available for viewing in many countries despite being marketed as global [a]
- Honey J experienced PTSD from her experience on Street Women Fighter [a]
- Concerns for trainee and staff safety arose during I-LAND [a]
- Geonwoo was subjected to bullying rumors, and when apologizing did not deny any of them.
- Wakeone lied about Geonwoo's trainee status, giving him unfair advantage in the competition. This leads to an overall distrust in the company and competition and their motives.

# HOW CJ ENM MUST BE HELD LIABLE

At the start Wakeone did not exist, rather Swing Ent along with MMO, Studio Blue, Stone Music, and Off the Record, worked to manage Produce groups. Eventually, these companies, apart from Stone Music and Swing Ent, were dissolved and Wakeone was born and partnered with Swing. This came not long after the Produce rigging scandal came about.

Though CJ ENM promised not to host any more debut survival programs after Produce X 101 in December 2019, they still proceeded to host Girls Planet 999 in August of 2021. They slightly changed the format, keeping a similar mission structure but introducing the 'K' 'C' and 'J' group concept. Fans often felt Kep1er to be an experimental group to help gauge the public's reception to another debut program, claims which were backed by the company's lack of reply to fans' pleas for better treatment.

According to Wakeones <u>Website</u> "We discover and nurture artists with the best system, working with the industry's leading specialists and management to entertain a global audience." however they have repeatedly neglected their promise to nurture artists by not allowing them to fully show their skills or promote themselves.

According to their <u>website</u>, CJ ENM states 'We actively seek the information or knowledge we require to attain our objectives and deliver results with a sense of responsibility', however failure to learn from past mistakes such as survival show scandals and uphold their commitment to not host survival programs, negates this value.

Going even further up the chain, CJ Corp <u>website</u> states they "Respecting and Protecting Human Rights" yet they allow their subsidiaries to not only disrespect artists time and time again, but have also violated the Human Rights of their artists and trainees. They also state they believe in "Promoting Diversity, Equity, and Inclusion' yet continue to allow their subsidiaries to abuse foreigners. Another value from CJ Corp's website is "Strengthening Transparent Management" yet they failed to do this when their subsidiary was wrapped in 2 vote rigging scandals and broke their promise to end survival shows. They failed to uphold this oath by continuing to allow questionable actions through their management companies. CJ Corp also claims to "Expanding Ethical and Compliance Management" yet failed to protect the young and vulnerable trainees and artists from not only fans, but staff members too.

CJ ENM has failed to hold WakeOne and MNET (through survival programs) accountable for their actions, in turn breaking their own code of ethics. CJ Corp has

failed to hold CJ ENM accountable for not doing their part in protecting the artists and trainees who dedicate their life to being an idol and the company they work for.

This failure has significantly broken the trust of fans, who value integrity, equality, fair management, and overall the health and well being of the artists as people, not products. Fans have been left disappointed time and time again by the lack of transparency and communication, and the lack of opportunities to make true connections with their idols.

So it's time for each of these companies to step up and make a change. It's time for CJ ENM to stop hiding behind dissolved companies and hold those at fault accountable for not upholding their duties to artists, trainees, and even the fans. No more excuses, no more lack of accountability. We will not stop until a quantifiable change is seen by fans.

#### Changes We Want

- Fair line distribution, with no more than a 7 second margin between the highest and lowest allocations
- Fair scheduling for members, with no more than a 2 schedule difference between the members with most schedules and member with least schedules.
- Fair contents distribution, allowing each group, and by extension each member, to showcase every part of their talent and connect with fans through vlogs, reality shows, covers, and other in-channel contents
- Fair survival shows. We understand that there is a level of editing that goes into any and every reality show including special storylines, however we demand that the manipulation of both viewers and trainees' characters to solely benefit the company cease beginning with Boys 2 Planet.
- The company must clear up rumors about Yoon Jiyoon's hiatus by 1 September 2025. If the rumors of workplace bullying are alleged, we demand an apology be issued to Yoon Jiyoon and all staff involved should be suspended. If rumors are false, we want reassurance she is resting well.
- Regardless of contract verbiage, all trainees and idols are humans and this should be reflected in treatment of them.
- The staff member responsible for scolding Ricky after he went live should be terminated
- Legal action should be taken against the perpetrator of the Jiwoong editing incident
- CIEM's should be provided to each member of izna by the one year anniversary
- Members should be allowed one full day (24 hours) of rest per month as well as regular health checks outside illness

• A mental health counselor should be available at all times for trainees and idols due to constant stress and pressure.

If no quantifiable change is met within an 8 week period or by the deadline given, we intend to increase the intensity of the campaign with no plans to stop until our demands have been met.

If changes are seen, fandom support will increase which in turn can be financial gain for all parties involvedx

# Mistreatment of Soloists and Project Groups

# JO YURI MISTREATMENT

- Due to Lack of promotion, Yuri appears not to be a priority to Wakeone as an artist. This only changed after her role in squid game, making fans feel the company saw her as disposable.
- Yuri is barely given any promotion during her comebacks, mainly only youtube shows, almost no appearances on tv shows, limiting her opportunity to grow her fanbase.
- Comebacks appear rushed and without a big budget, often. leaving fans disappointed with results.
- Yuri is given no opportunities to showcase her singing outside of her music and through shows.
- Outside of comeback seasons, fans feel Yuri completely disappears. There is no variety shows and her own regular content such as vlogs which has led to a decline in fans.
- With many schedules being pushed closely together, fans worry Yuri is being overworked since (ie; comeback, filming for dramas and guestings on shows) which has often led to her being sick
- Schedules are poorly planned and manger, limiting time to prepare and promote her comebacks around the filming of her dramas (e.g. taxi promotions being cut short, because of the squid game filming)

# KIM JAEHWAN MISTREATMENT

#### 1. On Insufficient Comeback Promotions:

Following his move to WAKEONE, Kim Jaehwan's comeback was met with severely inadequate promotion. The company's promotional strategy was almost exclusively limited to weekly music show performances. There was a glaring absence of supplementary content that is standard for a comeback, such as appearances on variety shows, online content series, interviews, or other promotional activities designed to engage the public and the fandom. This minimal effort failed to capitalize on the comeback's momentum and significantly hindered the album's potential reach.

#### 2. Lack of English Subtitles and Global Fan Engagement:

There is a persistent and disheartening disregard for Kim Jaehwan's international fanbase, clearly demonstrated by the consistent failure to provide English subtitles on his official content. Providing basic translations is a fundamental industry standard for global artists. This omission effectively alienates international WIN:Ds, who are a dedicated and integral part of his support

system. We demand that English subtitles become a default feature on all future content to ensure accessibility and show respect for his entire fanbase, not just a portion of it.

#### 3. Negligence During Military Enlistment

Jaehwan did not have much prerecorded content released during his military enlistment unlike many artists, leaving fans with sporadic content. This left fans for 18 months with minimal content or updates.