

# The FLAG AT GLANCE

## ABOUT The FLAG

**The FLAG Law Office** (The FLAG), was founded by Mr. PHAN Sin, an attorney-at-law and a member of the Bar Association of Kingdom of Cambodia, and it registered with the Bar Association of the Kingdom of Cambodia. The key objectives of this law office is to professionally offer to its clients a number of legal services with effectiveness and efficiency. We are unique as we have a long experiences and a deep understanding of national and international legal and business environment with high professionalism. Having knowledge of local procedure is quite necessary for our clients' success, and it is our asset.

## OUR SERVICES

*The FLAG* offers a full set of legal services, in diverse areas includes but not limited to: Real Estate, Due Diligence, Construction Related License/Permit, Labor, Tax, Commercial & Contract Drafting and Legal Representation in both civil & criminal cases for all levels of court in Cambodia. Furthermore, we have tremendous experience in contract drafting and negotiation for both local & international companies. In addition, we work as legal representatives for companies and garment factories. *The FLAG* is the Corporate Social Responsibility (CSR) law office in Cambodia, as our [Values](#). We provide free legal consultation to vulnerable person which is a part to help Cambodia economy.

Those services include:

### **i. Corporate Legal Service**

- Real Estate related service
- Real Right Registration
- Foreigner ownership
- Construction legal compliance
- Family and succession
- Intellectual Property Law
- Corporate governance and advice
- Taxation, Customs & clearance
- Labor Law & employments
- Investment
- International Trade in Goods & Services
- Non-profit organization.

### **ii. Litigation**

- Civil Law & litigation
- Criminal Law & litigation
- Amicable Dispute Resolution

### **iii. Consultancy Service**

- Consultancy and
- Training, Basic Law Training

### **iv. Bro Bono Service**

- *The FLAG* encourages young attorneys and professionals to take part in pro bono work.

## OUR TEAM

**PHAN Sin, LL.M**  
**Partner,**  
**Attorney-At-Law**



**Mr. PHAN Sin**, Partner and Founder of *The FLAG*. He obtained his Master of Law (LL.M) from TLBU, School of Law, Seoul, R. Korea in 2002. Before founding *The FLAG*, he outstandingly got more than 10 years of experiences in diverse areas of practices. Those includes but not limited to: (i). Serving as Legal Advisor to the Council for Land Policy and Ministry of Land Management Urban Planning and Construction where he has engaged and provided legal analysis and legal opinion as well as helped drafting policy and regulatory framework in the land sector; (ii). Involving in phase 1 of the research for Legal and Judicial Reform of the Royal Government of Cambodia, the project undertaken by Ministry of Justice funded by UNDP; and (iii). Taking part in Public Administration Reform Program assisting the Council for Administrative Reform, Office of the Council of Ministers. In parallel, PHAN Sin got 10 years of experience as part-time legal instructor at different leading law school, as well as at the Royal Academy for Judicial Profession of Cambodia. Additionally, he has years of experience in providing effective and efficient legal services to both local and international clients.

As a part of his background, prior founding *The FLAG*, Mr. Phan Sin has gained a number of oversea trainings in a diverse sector, these include (i). In 2011 Munich, Germany, a one week training and exchanging of experience land use planning, legally binding plan and spatial planning in Germany; (ii). In 2003, in Ho Chi Min City, Vietnam, a two weeks visit to the “one-stop shop” model in Ho Chi Minh City which brings the Public Service closer to the people by understanding the establishment, operation, management, implementation and monitoring arrangements of one-stop-one-shop in Vietnam; (iii). In 2002, he as participated a field trip France, Switzerland and Belgium to gain experience orientation of the structure, function, operation, management of International and Regional Organizations, i.e OECD, WTO, ILO, WIPO as well as to under EU laws; and (iv). In 2001, he joined a legal field trip to Beijing, Republic of China to understand the Chinese Legal System.

**SOURNG Sopheaktra, LL.M**  
**Partner,**  
**Attorney-At-Law**



**Mr. SOURNG Sopheaktra**, Partner and Founder of *The FLAG*. He obtained his Bachelor of Law (LL.B) in 2000 and Master of Law (LL.M) in 2011. He is currently an active member of the Bar Association of the Kingdom of Cambodia (BAKC).

Before, he join with *The FLAG*, He gained more legal experiences from his personal law firm involved with court litigation and client counseling on legal areas related to law execution. He is in charge for providing client's counseling, representative lawyer of client's case at competency courts regarding civil and criminal litigation, and legal opinions to various clients in associated areas included banking, corporate, property & real estate, Cambodian and Foreign marriage, and family & adoption. He is a dynamic lawyer with surely responsibility due to gaining long-term experiences of his legal professional execution in legal areas, he is always provide his legal expert to the various clients with oriented result. Sopheaktra speaks Khmer and English well.

**PHAN Chhiengleng, LL.M**  
**Managing Director,**  
**Attorney-At-Law**



**Mr. PHAN Chhiengleng**, Managing Director and Lawyer, *The FLAG*. He has been a practicing lawyer and an active member of the Bar Association of the Kingdom of Cambodia (BAKC) since 2017. He is an experienced lawyer in providing legal advice on commercial, banking, family and property law. He has been assisting many clients from EU, USA, Japan, Singapore, Vietnam, and other countries in term of business and investment aspects.

Before joining *The FLAG*, he used to work at a leading international law firm in Cambodia, in charge of legal research, translation, reviewing contract and agreement, meeting client, and other related tasks. He also used to work as assistant to the Legal Unit of the Ministry of Land Management Urban, Planning and Construction. He has been teaching and working as a legal lecturer of Business Law and Property Law at universities since 2016.

He is currently pursuing Executive Master's Degree of International Business Law, Year 2, co-organized by Royal University of Law and Economics, RULE (Cambodia) and the Free University of Brussels, ULB (Belgium). In 2013, he obtained his Bachelor's Degree of Law from the Royal University of Law and Economics. In addition, he has attended various national and international training programs on business, investment law and other areas of laws, these include (i). Commercial Arbitration Training Course in 2017; (ii). Series of weekly training course on Fair Trial Rights; (iii). Academy Training Course on The Fair Trial Rights Academy 2012; (iv). Seminar on Enhancing National Youth Policy: Incorporating Internationalization of Youth and Professionalizing Youth Work; (v). ASEAN Youth Leadership Program.

**PAO Sreytoch, LL.M**  
**Attorney-At-Law**



**Ms. PAO Sreytoch** is practicing lawyer. She got her Bachelor Degree of law, LL.B, in 2014 and in the same year she also obtained another Bachelor Degree of International Relation in from Royal University of Law and Economic, RULE. She is to finish her Master Degree program, specialize in Private Law at the same University, RULE.

She's got trained as practicing lawyer at Lawyer Training Center, LTC, situated at the Royal Academy for Judicial Profession. Before joining The FLAG, she had experienced in working with public institutions, Ministry of Mine and Energy, as a training officer at the office of legal dispute for two years. She is active and enthusiastic young lawyer with strong background and commitments to growth as she have proven by attending a number of and various training, seminars and conferences; and amongst those – in 2013, she attended the conference on ASEAN Integration Enterprise in Brunei Darussalam.

**LENG Sokheng, LL.M**  
**Attorney-At-Law**



**Mr. LENG Sokheng**, Lawyer, *The FLAG*. He is an active lawyer and member of the Bar Association of the Kingdom of Cambodia (BAKC), Cambodia. He obtained his Master's Degree of Private Law from the Royal University of law and Economics in 2017, and received his Bachelor's Degree of Law from the Royal University of Law and Economics in 2014.

Before joining *The FLAG*, he used to serve as a legal Assistant and Legal Advisor at Lux CHD Law Firm, in term of assisting many clients to providing legal advice opinion including on litigation, civil, criminal case and corporation.

**UON Lang, LL.M**  
**Attorney-At-Law**



**Mr. UON Lang**, Lawyer, *The FLAG*. He obtained Bachelor's of law (LL.B) in 2015 and nearly finish his Master's degree in private law (LL.M) from Build Bright University . He got trained as practicing lawyer at Lawyer Training Center, LTC, situated at the Royal Academy for Judicial Profession.

Prior jump into the legal profession career, he has exposed himself to a number of work experience and volunteer services, these includes; (i). Taking part in the program called “ Youth Participation in Democracy and Union of Youth Federation of Cambodia”, (ii). Working as voluntary medical assistant for a year and educated people about the health and how to protect virus or bacteria in the rural area and serving as a nurse at Kuntha Bopha Hospital (Siem Reap) from the year 2009 to 2017. For his academic background, Mr. Oun Lang has participated in a number of training course, including those courses in different sectors, such as in Financial Accounting, in Budget Management, Triage and First-Aid and different legal trainings.

**KHIM Seaklong, LL.M  
Attorney-At-Law**



**Mr. KHIM Seaklong**, Lawyer at The FLAG and active member of the Bar Association of the Kingdom of Cambodia (BAKC).

He graduated his bachelor degree of law from the Royal University of Law and Economics (RULE) and bachelor degree of English Language from the National University of Management (NUM). In addition, He has completely graduated master degree of Private Law from RULE. Before, he joins with The FLAG, he gained legal experiences related with immovable property and movable property security transactions related to pawn shop operation and doing legal research and writing from his academic and gained more legal trainings/workshops from BAKC and he also worked as a member of Annual General Meeting Committee of Board of Director Member and Election for President of the BAKC and as a lawyer assistant to involve with the competency courts for proceeding the litigations on behalf of the lawyer. Currently, he is practice on court litigations including criminal and civil cases with the competency court.

## LEGAL ADVISOR

**GEORGE W. Cooper  
Senior Legal Advisor**



**Mr. GEORGE W. Cooper** has been a licensed lawyer in the US since 1979, and has worked as a legal advisor in Cambodia since 1998. He obtained his law degree in 1978 from the Richardson School of Law. A great deal of his work throughout his life has involved property law. In 1985 he co-authored a book entitled "Land and Power in Hawaii" that has sold 36,000 copies and is still in print. He has also been a radio news announcer, a newspaper reporter, and a private investigator.

Throughout his life his casework has often involved major property rights cases, also at times environmental cases. He began work in Cambodia as an advisor to an organization that gave legal aid to the poor, Legal Aid of Cambodia (LAC). He helped organize and find funding for a land unit in LAC that generally had a client list of around 50,000 people. About 10 years later he served for a year as board chair for another Cambodia legal aid organization, Cambodia Defenders Project.

From 2002 to 2007, and then again from 2009 to 2016, Mr. Cooper was an advisor in a program of the German government (GTZ, later renamed GIZ) that was based in and supported the Cambodian Ministry of Land Management, Urban Planning and Construction (MLMUPC). One of his main jobs there was helping to start and then assisting the operation of the Cadastral Commission (CC). The CC is a kind of administrative court for land disputes. He also helped miscellaneous other MLMUPC programs such as titling the communal lands of indigenous people, and improving the tenure status of the urban poor.

Throughout his time in Cambodia Mr. Cooper has also done a variety of other legal work, including concerning orphanages, adoptions, visas, and helping to

represent the families of murder victims to sue the perpetrators.

**MEAK Von, LL.M**  
**Senior Legal Advisor**



**Mr. MEAK Von**, Senior Legal Advisor, *The FLAG*. He is studying a Master Degree of Land and Property Law in corporation between the Jean Moulin Lyon 3 University (France) and Royal University of Law and Economics, RULE (Cambodia). And also obtained his Bachelor's degree of Law from Build Bright University in 2009.

Before joining *The FLAG*, he has served as a Child Protection Agent to the Project Protect, Action Pour Les Enfants from 2011 to 2013, And he also served as an Investigator to the General Lawyer Program, Legal Aid of Cambodia from 2009 to 2010, and during this period of time, he also served a part-time lecturer of Volunteer Organization for Development for the Poor.

**YOENG Samdy, LL.M**  
**Senior Legal Advisor**



**Mr. YOENG Samdy**, Senior Legal Advisor, *The FLAG*. He obtained Master Degree of Land and Property Law in corporation between the Jean Moulin Lyon 3 University (France) and Royal University of Law and Economics, RULE (Cambodia). And also obtained his Bachelor Degree of Law from the University of Cambodia. Before joining with *The FLAG*, he gained more experiences related to legal advice and practice for private companies from other law firms and Cambodian Federation of Employers and Business Association (CAMFEBA) since 2013. He in charge of providing legal advice and practice in term of draft applicable agreement or contract and legal instruments especially in the corporate and taxation, property, labour and National Social Security Fund (NSSF), banking related transactional area, legal research and writing. More importantly, he is also the key trainer for clients on the ground of legal compliance cases.

**PHAN Rath, LL.B**  
**Legal Advisor**



**Mr. PHAN Rath**, Legal Advisor, *The FLAG*. He obtained Bachelor Degree of Law from Royal University of Law and Economics, RULE. Currently, he is pursuing Master Degree of Land and Property Law in corporation between Jean Moulin Lyon 3 University (France) and Royal University of Law and Economics, RULE (Cambodia) and Diploma of English, General English as a Second Language Program with Paññasatra University of Cambodia's Institution of Foreign Language. Before joining with *The FLAG*, he gained more experiences related to legal research and compilation related to commercial, taxation and real estate, and other legal regulations. He also gaining more legal expereince from private real estate companies related to real estate and tax transaction, and doing legal translation, and legal research and writing. He is proactively advice and practice on corporate, real state transaction and tax.

**NHOEM Sovat, LL.B**  
**Legal Advisor**



**Mr. NHOEM Sovat**, Legal Advisor, The FLAG Law Office. He obtained his Bachelor Degree of Law from Royal University of Law and Economic (RULE). Currently, he is pursuing for Master Degree of Land and Property Law in corporation between the Jean Moulin Lyon 3 University (France) and Royal University of Law and Economics, RULE (Cambodia). Before joining with The FLAG, he gained more experiences from his academic study at university about legal research and writing. His legal research and translation focuses on criminal and civil code, marriage and divorce, spouse's property contract registration and management, and child adoption law and regulations. In addition, he also joined more legal trainings and seminars such as compulsory execution on immovable property, investigation on special criminal cases, special employment contract and practice, labour dispute resolution, and tax and real estate transaction. He is responsible for assist to senior legal advisor and attorney-at-law on litigation preparation and submit litigation cases proceeding to jurisdiction courts. Especially, he provides administrative and technical support to legal practice group and assist for liaison government officers with various ministries and departments.

**EXTERNAL CONSULTANTS**

**PETER Mckay Rodger**



**Mr. Pete** is the founder of “Peterodger & Associates Ltd” and he cooperates with The FLAG for various prospective consultancy assignments in Cambodia. Mr. Pete has a wide, deep and extensive experience in public sector reform in Asia and Pacific. Those includes “whole of government” reform e.g. focus on fiscal or service delivery results; or stand-alone privatisation transactions; or comprehensive “pro-private sector-led growth strategy”; etc. Mr. Pete has competent ability: (1) to draw on theory plus practical experience of direct personal leadership involvement with design and implementation of reforms: e.g. continual learning and problem-solving dealing with stakeholder relations and analytics of large complex SOEs; (2) to identify, document and apply lessons from local success and sped up reform of “whole of government” service delivery by engaging all levels of government; and (3) to work effectively in building strong team cultures, achieving significant changes in policies and legal frameworks; and developing local capacity of people and processes to sustain the benefits. For some specific experiences, amongst other: (i). In Cambodia: Mr. Pete knows Cambodia well. In 2003, he had engaged as sole consultant to assist the Royal Government of Cambodia in the areas of “Reforming the Cambodian Public Sector Service Delivery” (World Bank funded project).

This is to identify, document and apply lessons from local success in Cambodia, and sped up the reform of service delivery by engaging all levels of government; and (ii). In the region and beyond: Mr. Pete, in 2012, was engaging in as a team leader for a trial of private sector recapitalisation of insolvent Vietnam SOEs (ADB funded project); Besides, from 1999 to 2002, he has been providing management consultancy specializing in Pacific/South East Asian development-driven reforms. In addition, he has engaged with a number of project associated with “Change Management” and “Risk Management” as a specialist for public policy analysis, designing, planning, delivering & usually leading and programme/project managing public sector reform, especially ASD (SOE reform and private-sector/NGO Alternatives to government Service Delivery) with special emphasis on development of local institutions and staff capacity in different countries, e.g. Solomon Islands SOE Governance; Government of Samoa; New Zealand, Government of Tonga ...etc.

**Raquel Z. YRIGOYEN  
FAJARDO**



**Ms. Raquel Z. YRIGOYEN FAJARDO**, is a lawyer, PhD in law, with a Master’s degree in criminal law, and post-graduate studies in Anthropology, criminology and Indigenous Law. For various prospective assignments, as an external consultant, R. Yrigoyen and The FLAG, First Asia Law Group, could cooperate as alliance in providing consultancy service related to human rights focusing on the areas of human rights, legal pluralism, legal reform, access to justice with a focus on the poor, women and indigenous peoples. She got an exceptional background and experience for the past decades. Amongst those: (i). In Cambodia: R. Yrigoyen knows Cambodia well since she had worked on the research-action project on access to justice with a focus on the poor, women and indigenous peoples in Cambodia (UNDP). This is a part of the efforts made by the Royal Government of Cambodia to improve the Justice Service Delivery to the people with better quality and efficiency; (ii). In the Region, ASEAN: R. Yrigoyen knows the region well since she had also provided consultancy service in some ASEAN countries, such as, the project on access to justice, traditional justice and customary law in Timor-Leste (UNDP); and (iii). Other Part of the world: She had worked for 10 years in CEAS in human rights in Peru (1983-1992). Thereafter, she has been part of several UN missions and projects in many developing countries of Latin America and Asia. Among other positions, she was the chief of the project on justice and multiculturalism in Guatemala (MINUGUA), the project on indigenous rights PRO 169 for Latin America (ILO), and the capacity development project on



indigenous and African descents rights in Honduras (UNDP). She has provided technical assistance to several institutional, constitutional and legal reform processes as well, related to human rights, women rights and indigenous rights in Bolivia, Columbia, Ecuador, Guatemala, Venezuela. Currently, she is a consultant of the Interamerican Commission in Human Rights (ICHR-OAS) in charge of drafting a report on indigenous women’s rights for the Americas. R. Yrigoyen, for her academic career, has been a lecturer in many universities in the Americas and Europe, and, currently, she is the Coordinator of the Diploma on Indigenous rights co-organized by the Catholic University of Peru and IILS/IIDS. R. Yrigoyen is author of many publications, i.e. Pathways to justice: Access to justice with a focus on the poor, women and indigenous peoples in Cambodia” (Cambodia: UNDP, 2005) and other publication that could be found at <http://www.alertanet.org/> Email: [raquelyf@alertanet.org](mailto:raquelyf@alertanet.org); Resume : <http://alertanet.org/>.

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