



PHONG & PARTNERS LAW FIRM

PROFILE

2025



YOUR TRUSTED LEGAL PARTNER!

VISIONARY - KNOWLEDGEABLE - SOLUTION-DRIVEN

TABLE OF CONTENTS

About Us	4
Our Team	5
Core Value	22
Our Clients	24
Our Partners	27
Practice Areas	28
Tax Law	29
Family Law	30
Criminal Law	31
Contract Law	32
Investment Law	33
Real Estate Law	34
Immigration Law	35
Employment Law	36
Intellectual Property Law	37
Litigation and Arbitration	38
Bad Debt & Debt Collection	39
Merges & Acquisitions (M&A)	40
Our Fee Structure	41
What you can expect	42
Contact Us	43



ABOUT US



Phong & Partners is a dynamic and innovative law firm that offers its legal services in Danang City, Vietnam. The firm was founded by Mr. Le Ngo Hoai Phong, a highly skilled lawyer with over 20 years of experience in providing legal representation and advisory services to clients both nationally and internationally.

We are a bilingual law firm, fluent in both Vietnamese and English, comprising a team of experienced attorneys, paralegals, and an international relations consultant. Our team is committed to providing comprehensive and efficient legal services to our clients across a wide range of practice areas.

At Phong & Partners law firm, we strive to build lasting relationships with our clients founded on Trust, Respect and Innovation.



OUR TEAM



10 Lawyers

01 International Relations Consultant

14 Legal specialists

01 Accountant



LAWYER LE NGO HOAI PHONG

Director - Master in Law

☎ (+84) 905.102.425 / ✉ wind5759@gmail.com



Lawyer - Director Le Ngo Hoai Phong is the founder of Phong & Partners Law Firm.

- Over 20 years of experience in the law profession; more than 15 years of experience in consulting and litigation to protect legal rights and interests of numerous individuals and enterprises.
- More than 15 years of extensive study and development in training programs such as: negotiating and resolving contractual disputes in commercial business; Skill of document drafting and editing in the business; labor law, intellectual property law, and laws pertaining to management.
- Many years of experience working as a Visiting Lecturer at Danang University of Architecture, as well as at the Faculty of Law of Danang Economics University.



LAWYER
DANG VAN VUONG

Deputy Director

Representative of Cam Le Office

📞 (+84) 901.955.099

✉️ vuongdang.lawyer@gmail.com

Lawyer – Deputy Director Dang Van Vuong is a member of Phong & Partners. He has deep knowledge and practical experience in many fields.

- Specializing in legal consulting with more than 9 years of experience, especially in laws on business, investment, labor and commerce.
- Consulted many cases for domestic and FDI enterprises.
- Representing clients to negotiate and settle disputes in court in complicated cases in the fields of commerce, construction, real estate, insurance, intellectual property, administrative lawsuits...
- Experience in training skills, legal knowledge for personnel of enterprises in the Central about laws on bidding, construction, labor, drafting and resolving disputes in contract.



LAWYER
PHAN THUY KHANH

Deputy Director

Representative of Son Tra Office

📞 (+84) 905.205.624
✉ phanthuykhanh@gmail.com

Lawyer – Deputy Director Phan Thuy Khanh is a member of Phong & Partners. She is specialized in laws on administration, investment and business.

- More than 10 years in the position of director of a company specializing in law on administration, especially for corporate clients.
- More than 3 years working as a legal consultant for a Korean project investment company.
- Practical knowledge and skills in laws on business, investment and labor, especially drafting, negotiating, adjusting contracts, legal administrative and business documents in both languages English - Vietnamese.
- Consulting, completing investment project dossiers.
- Representing under authorization to resolve disputes of enterprises and individuals.



**DOCTOR
RUSSELL GARY FREEMAN**

International Relations Consultant

☎ (+84) 857.004.551
✉ rfdcmal@gmail.com

Russell Gary Freeman DC is a dynamic entrepreneur, corporate consultant, and academic professor with a wealth of knowledge and experience in various industries.

- Dr. Russell currently holds the position of Vice President and Director of Business Development at Kelsey Consulting M&A in Danang, Vietnam, where he plays a key role in driving business growth and development.
- As a consultant and trainer, Russell has worked with major corporations, offering advice on corporate and industrial health and safety. He brings a wealth of experience to these roles, having worked in a variety of environments, including clinical management in multi-disciplinary professional settings.
- In addition to his corporate experience, Russell is also a skilled educator, lecturer, and business trainer. He has lectured on topics such as startup business, entrepreneurship, hospitality, and cross-cultural intelligence. As a Professor of Health Science, American English Lab, and Philosophy at the American University (APU) in Vietnam, he continues to inspire and mentor students.



LAWYER
NGUYEN THI DIEM PHUONG

Representative of Ngu Hanh Son Office

📞 (+84) 905.579.269
✉️ diemliberty2505@gmail.com

Lawyer Nguyen Thi Diem Phuong - who has more than 07 years of researching and practising experience at the prestigious and reputable Law Firms and Offices nationwide; who is always aware of the significant responsibility of protecting the rights and interests of clients as a lawyer; who continuously engages in learning, researching and efforting to enhance professional development and skills to effectively meet the increasingly high demands of clients for legal service quality. During the researching as well as practising, Lawyer Nguyen Thi Diem Phuong has accumulated a wealth of knowledge and skills to confidently safeguard the legal rights and interests of clients in legal areas such as.

- Representing to safeguard the legal rights and interests of clients in administrative cases, appeals; Administrative procedures related to land issues.
- Counseling and representing to safeguard the legal rights and interests of clients in civil cases such as disputes over inheritance assets, disputes over loan agreements involving assets, and criminal cases.



LAWYER
TRAN CANH HIEN

Representative of Ho Chi Minh Branch

📞 (+84) 931.968.026
✉ canhhien206@gmail.com

Lawyer Tran Canh Hien is a member of Phong & Partners Law Firm - Ho Chi Minh City Branch, specializing in legal consultancy on enterprises, commercial business, and labor.

- Participating in protecting the legal rights and interests of individual and corporate clients at the Court and Arbitration Center, especially in the field of commerce and real estate business.
- Consulting, providing legal support and representing clients in negotiating and resolving disputes in cases with foreign elements.
- Practical skills and knowledge in corporate and labor law, especially in drafting, negotiating, and editing contracts and documents serving the operations of enterprises



LAWYER
TRUONG DUC TRUNG

Representative of Quang Nam Branch

📞 (+84) 901.896.777
✉️ truongduc trung211@gmail.com

Lawyer Truong Duc Trung is a member of Phong & Partners Law Firm. Lawyer Truong Duc Trung has in-depth research and extensive experience in consulting and litigation.

- With many years of experience in the legal industry, lawyer Truong Duc Trung has affirmed his reputation and position in providing legal advice in many fields and participating in litigation in many major courts.
- Consulting and participating in litigation in criminal, civil and business-commercial cases;
- Resolving disputes over land, marriage, inheritance, contracts, labor disputes, business-commercial;
- In-depth consulting on real estate projects, infrastructure, policies; corporate governance, mergers and acquisitions; foreign investment and issues related to capital markets, finance - banking.



LAWYER
HUYNH PHAN QUOC

Representative of Nam Da Nang Branch

☎ (+84) 919.984.864
✉ Lawyerquoctm@gmail.com

Branch Manager of Phong & Partners Law Firm in the Nam Da Nang Branch, with nearly 10 years of experience in the legal field, accumulated extensive practical experience and in-depth legal knowledge.

- Legal consultancy, preparation of documents, and guidance for negotiation sessions, mediation meetings and court hearings;
- Representation and protection of legal rights and interests in disputes involving civil matters, inheritance, land, marriage and family, business and commerce, labor, debt recovery; traffic violations, spreading false information affecting reputations, and intentional harm to health;
- Defense counsel for the Accused and the Defendant; legal representation for the Denouncer, the Accused, and the Victim in criminal cases.
- Consulting on business establishment and operation; drafting and reviewing contracts for the purchase and sale of goods, provision of services, business cooperation, and capital contribution during the investment and business process.
- Consulting on administrative procedures related to real estate and land.



LAWYER
NGO PHUOC CUONG

Representative of Ho Chi Minh Branch 2

📞 (+84) 909.750.707
✉️ phuoccuong.vn@gmail.com

Lawyer Ngo Phuoc Cuong – Head of Branch 2 of Phong & Partners Law Firm in Ho Chi Minh City. With nearly 10 years of experience in the legal profession, Lawyer Cuong has provided legal support in hundreds of cases across various practice areas. He has earned strong trust from clients and has established a solid reputation and professional standing through his legal practice.

- Representing clients in matters involving civil disputes, inheritance, land and real estate, marriage and family, commercial and business disputes, labor matters, debt recovery, and related areas;
- Providing legal due diligence for projects, houses, and real estate prior to contract execution and signing; and other tasks related to houses and real estate between individuals, as well as within real estate development projects;
- Representing clients in handling inheritance procedures, division of jointly owned assets, change of land-use purposes, land subdivision, capital contribution using land-use rights for business purposes, etc.



LAWYER
NGUYEN THI HUYEN TRANG

Lawyer Member – Nam Da Nang Branch

☎ (+84) 382.761.167
✉ huyentrang.lsdn@gmail.com

Lawyer Nguyen Thi Huyen Trang is a member of Phong & Partners Law Firm. With many years of experience in the legal profession, she is known for her high level of expertise, flexibility in handling complex cases, and dedication to protecting clients' rights and interests. She has successfully provided legal support in various areas including Civil Law, Land Law, Inheritance, Marriage and Family, among others.

- Providing legal consultancy in civil, land, administrative, family & marriage, corporate, and commercial matters;
- Representing clients in negotiation, mediation, and dispute resolution in areas such as land, inheritance, family & marriage, and commercial disputes;
- Representing and defending the legitimate rights and interests of clients in civil, inheritance, land, family & marriage, and commercial disputes;
- Assisting in the establishment, amendment, and dissolution of enterprises, including registration of branches, representative offices, business locations, and household businesses;
- Representing clients in procedures for the issuance of Land Use Rights Certificates and Certificates of Ownership of Land-Attached Assets for the first time, based on legally effective court judgments, and in matters such as land use right changes, land division, and other related administrative procedures.



LAWYER

DUONG THI NGOC TRAM

Lawyer Member – Nam Da Nang Branch

📞 (+84) 967.475.064
✉️ tramdtn179@gmail.com

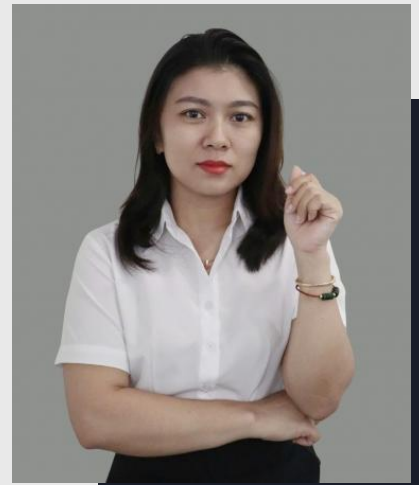
Lawyer Duong Thi Ngoc Tram is a member of Phong & Partners Law Firm. As part of the firm's dynamic young legal team, she brings in-depth legal expertise and years of practical experience across various fields of law.

- Providing legal advice in the areas of civil, land, administrative, marriage and family law;
- Drafting and consulting on contracts, wills, and various legal documents;
- Representing and negotiating on behalf of clients in disputes related to land, debt recovery, inheritance, marriage & family, and commercial matters;
- Extensive experience in advising and representing clients - particularly foreign investors and enterprises - on legal procedures and business operations in Vietnam.

NGUYEN THI THUY LIEN

Head of Legal Training Division

☎ (+84) 905.530.646
✉ legaltraining@phong-partners.com



NGUYEN THI PHUONG LAN

Head of Office Administration Division

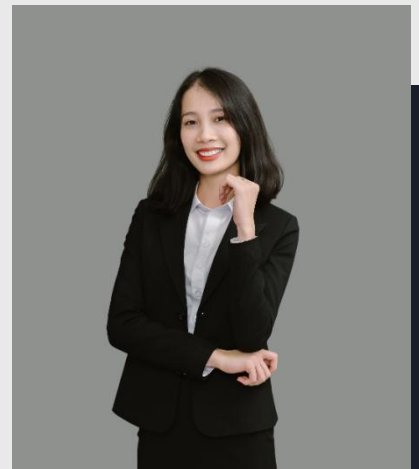
☎ (+84) 346.753.005
✉ npuonglan291@gmail.com



NGUYEN THI THU TRANG

Head of Global Affairs Division

☎ (+84) 898.429.118
✉ nthutrang.legal@gmail.com



VO THI THU DIEM

Bachelor of Laws
Legal Specialist

☎ (+84) 961.283.093
✉ thudiem.law@gmail.com



NGUYEN THI BE

Bachelor of Laws
Legal Specialist

☎ (+84) 343.542.201
✉ nbe8561@gmail.com



LE MINH DUC

Legal Specialist

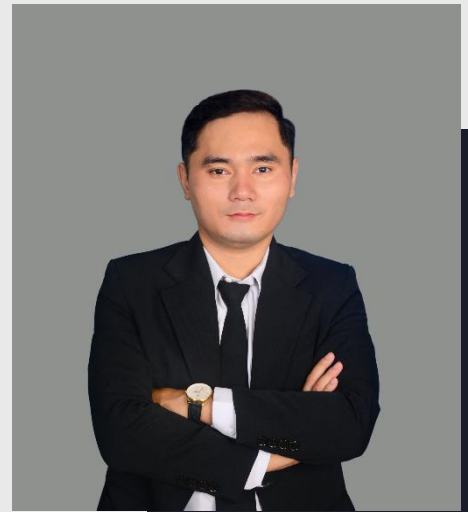
☎ (+84) 937.039.983



TRAN DINH HOA

Bachelor of Laws
Legal Specialist

📞 (+84) 856.893.194
✉️ Tranhoadlu@gmail.com



NGUYEN LE THANH TRIEU

Bachelor of Laws
Legal Specialist

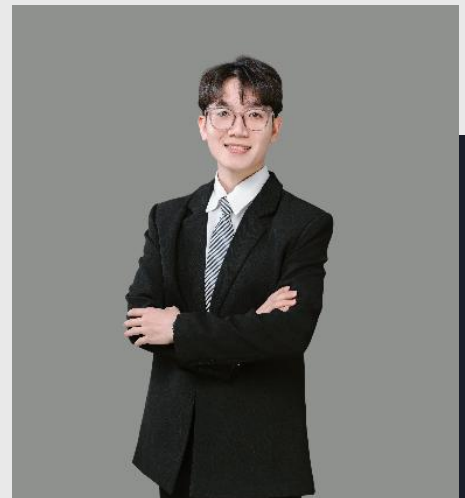
📞 (+84) 779.755.249
✉️ trieunguyenlethanh1@gmail.com



TRAN VAN TAP

Bachelor of Laws
Legal Specialist

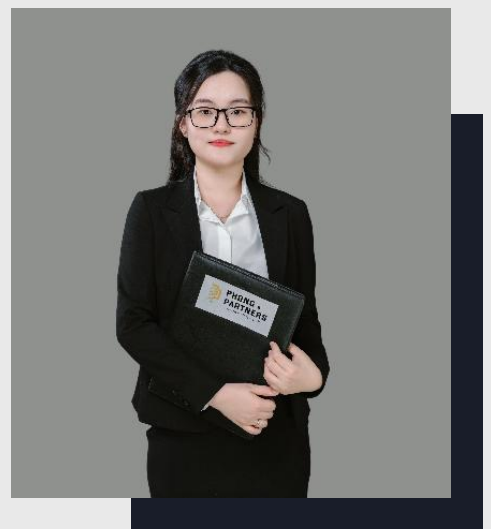
📞 (+84) 334.299.626
✉️ trantap37@gmail.com



TRAN THI TRUC MAI

Bachelor of Laws
Legal Specialist

☎ (+84) 395.604.010
✉ trucmai752659@gmail.com



NGUYEN VAN QUANG HUY

Bachelor of Laws
Legal Specialist

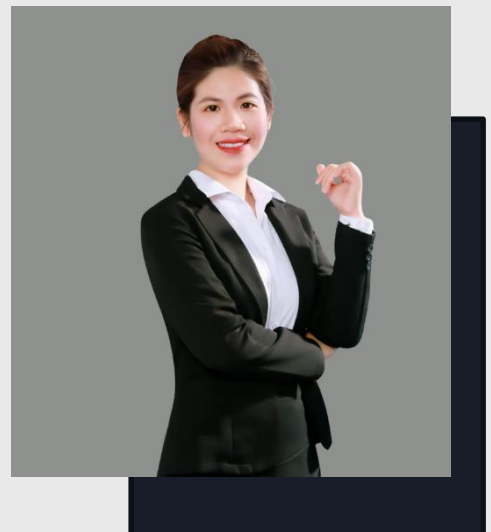
☎ (+84) 702.325.993
✉ nvqh1705@gmail.com



TU VAN HOA

Bachelor of Laws
Legal Specialist

☎ (+84) 762.583.134
✉ vanhoatu123@gmail.com



VU THI LAN

Bachelor of Laws
Legal Specialist

☎ (+84) 962.764.440
✉ vuthilannguyendu@gmail.com



HUYNH CONG NHAT MINH

Bachelor of Laws
Legal Specialist

☎ (+84) 935.367.191
✉ Minhmy0110@gmail.com



NGUYEN DANG THANH HA

Bachelor of Laws
Legal Specialist

☎ (+84) 799 499 985
✉ Thanhha9aa@gmail.com



NGUYEN MAI QUE ANH

Bachelor of Laws
Legal Specialist

☎ (+84) 962.764.440



NGUYEN HONG BAO NHI

English Specialist

☎ (+84) 905.737.160
✉ Sherryng.work@gmail.com

HUYNH THI KIM ANH

Marketing Specialist

☎ (+84) 904.121.624
✉ anh372237@gmail.com



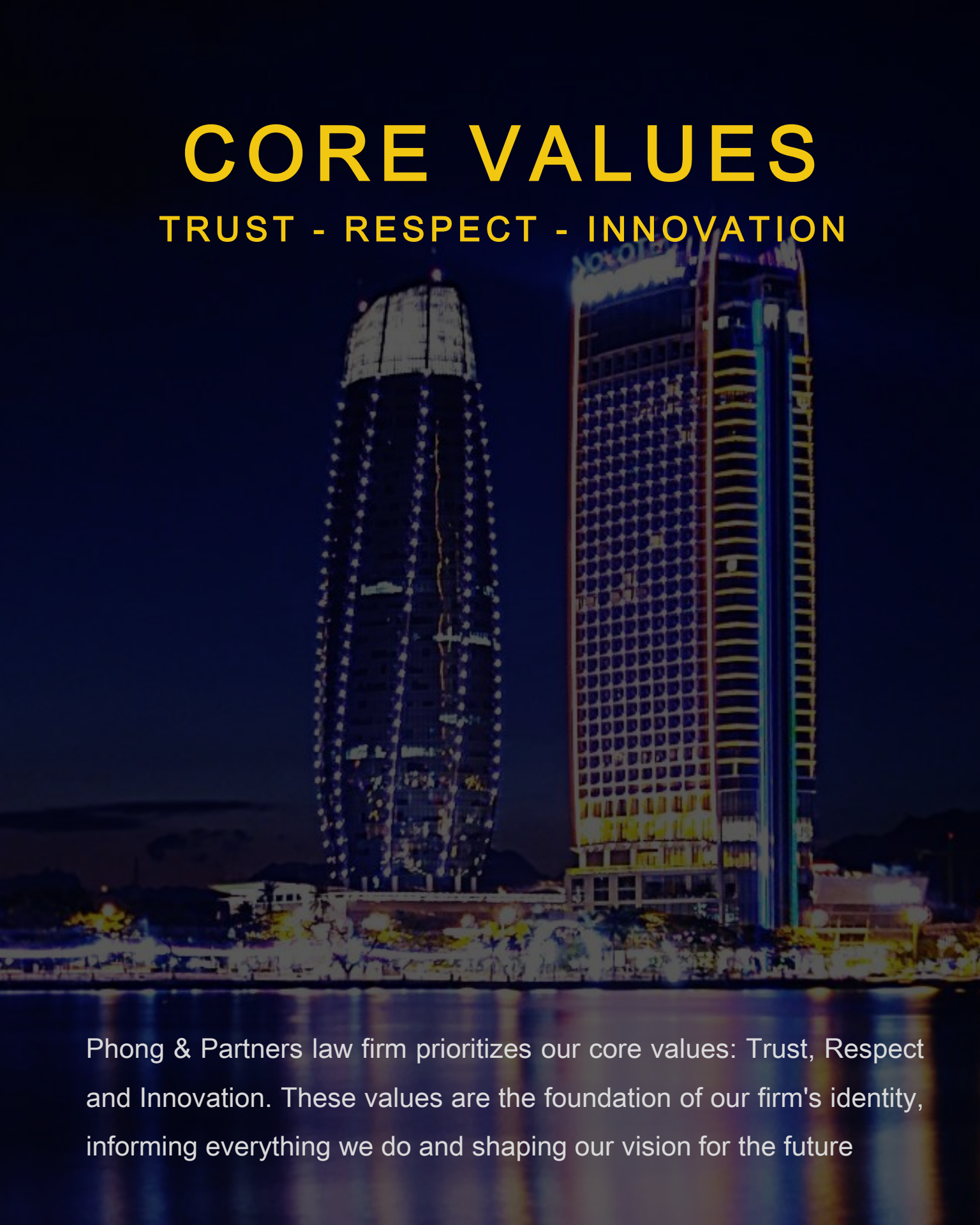
LE THI KIM HIEU

Bookkeeper

☎ (+84) 906.698.357
✉ kimhieu247@gmail.com

CORE VALUES

TRUST - RESPECT - INNOVATION



Phong & Partners law firm prioritizes our core values: Trust, Respect and Innovation. These values are the foundation of our firm's identity, informing everything we do and shaping our vision for the future



CORE VALUES

TRUST



We earn and maintain trust by being transparent in our actions and intentions, communicating clearly with honesty and integrity, and setting realistic expectations to ensure mutually beneficial outcomes.

RESPECT

We believe that every client deserves to be treated with dignity and respect, regardless of their background or circumstances. We foster a culture of mutual respect within our law firm, and we extend that same level of respect to all of our clients.



INNOVATION

We know that the legal industry is always evolving, and we strive to stay ahead of the curve by constantly looking for new and innovative solutions to our clients' legal problems and needs. Our team has strong analytical and creative abilities, enabling us to find novel approaches to traditional legal challenges.





OUR CLIENTS



VIETNAMESE COMPANY

Our client base is diverse, ranging from individuals and small businesses to multinational, from Vietnamese companies to International companies.



Hoi An Tourist Service Joint
Stock Company



Tien Thu Co., Ltd



Central Power Corporation



The Sunrise Bay
Co., Ltd



DINCO Engineering And
Construction Corporation



Saigon Industrial Metallic
Co., Ltd



QNDN Urban And Industrial
Zones Development
Joint Stock Company



Visnam Joint Stock
Company



Da Nang Industrial Zone
Infrastructure Development
and Exploitation Company



Kha Tam Co.,Ltd



VietNam National
Petroleum Group

INTERNATIONAL COMPANY

Our client base is diverse, ranging from individuals and small businesses to multinational, from Vietnamese companies to International companies.



Silkair (Singapore) Pte Ltd



CCI Viet Nam



Relats Viet Nam One Member
Liability Limited Company



Pizza Vietnam
Limited



Arena Technologies (VN)
Co.,Ltd



Makitech Vietnam Co.,Ltd



Premo Vietnam Co., Ltd



Penanshin Shipping &
Logistics Viet Nam Co., Ltd



KyungRim Tech
Co.,Ltd.

OUR PARTNERS



Phong & Partners has an impressive list of partners that enable us to provide comprehensive legal services to our clients and bring unique expertise, experience to the table.

- Our collaboration with Police magazine and Television channel allow us to communicate, to raise awareness and educate the public effectively on legal issues.
- Our affiliation with Vietnam Chamber of Commerce and Industry (VCCI) and the Vietnam Bar Federation (VBF) provide our clients with access to a wider business network and reflect our commitment to upholding the highest standards of professionalism, ethics in the legal industry.
- Our consultant company partner brings a wealth of expertise in business management and strategy, offers expert knowledge, provides valuable insights and guidance on various legal matters.

PRACTICE AREAS

TAX LAW

FAMILY LAW

CRIMINAL
LAW

CONTRACT
LAW

INVESTMENT
LAW

REAL ESTAE
LAW

IMMIGRATION
LAW

EMPLOYMENT
LAW

INTELLECTUAL
PROPERTY
LAW

LITIGATION &
ARBITRATION

BAD DEBT
& DEBT
COLLECTION

MERGES &
ACQUISITIONS
LAW



TAX LAW

At Phong & Partners law firm, we believe in proactive tax planning to minimize the risk of unexpected tax liabilities. Our goal is to provide our clients with the best legal representation to ensure their tax compliance and avoid any unnecessary legal issues. Our practice areas in Tax Law include:

Tax Planning

Individual Tax

Corporate Tax

Transfer Pricing

Tax Controversy

International Tax



We understand that Family Law issues can be emotionally challenging, and we strive to provide compassionate and effective guidance to help you achieve the best possible outcome.

- ☐ Adoption
- ☐ Marriage registration
- ☐ Divorce and separation
- ☐ Child custody and visitation
- ☐ Domestic violence and abuse
- ☐ Pre-nuptial and post-nuptial agreements



CRIMINAL LAW

Our attorneys have a deep understanding of Vietnam's criminal laws and procedures. We are committed to providing our clients with a strong and vigorous defense and guiding them through the legal process, ensuring that their rights are protected.

Appeals

Expungement

Bail application

Criminal defense

Criminal investigations



CONTRACT LAW

Our Contract Law services are designed to ensure that our clients have access to comprehensive and practical legal advice when signing contracts. We work closely with clients to draft, review, negotiate contracts and arbitration third-party services to protect their interests and avoid disputes.

Contract Drafting

Contract Review and Analysis

Contract Negotiation

Contract Witnessing and Arbitration

Contract Dispute Resolution



INVESTMENT LAW

At Phong & Partners Law Firm, we deliver responsive, practical, and effective legal advice that our clients need to make informed investment decisions. Our team of experienced attorneys offers expert legal advice on investment regulations and licensing procedures in Vietnam.

- Investment Advice
- Investment Licensing
- Investment Visa
- Investment Dispute Resolution
- Exit strategies



REAL ESTAE LAW

Phong & Partners Law Firm's experienced attorneys understand the legal challenges faced by expats when investing or managing real estate in Vietnam. We provide practical legal solutions that are tailored to meet our clients' needs, protect their investments, and strengthen their position in real estate transactions.



Lease Agreements



Property Management



Zoning, Planning, and Land Use



Real Estate Acquisition and Disposition



Real Estate Development & Construction Law



IMMIGRATION LAW

Phong & Partners Law Firm provides comprehensive Immigration Law services for expats in Vietnam, including legal advice and assistance with visa applications, work permits, and residency permits.

Visa Services

Work Permits

Residency Permits

Immigration Compliance

Immigration Dispute Resolution



Phong & Partners Law Firm provides the necessary support to our clients to understand Vietnamese labor laws, ensure that your employment relationships are healthy and in compliance with Vietnamese laws.

- ☐ Employee Handbook
- ☐ Employment contract
- ☐ Work Permit and Visa
- ☐ Termination of Employment
- ☐ Employment Dispute Resolution



INTELLECTUAL PROPERTY LAW

Phong & Partners Law Firm provides customized solutions to assist our clients with registration, protection, and enforcement of intellectual property rights, such as trademarks, patents, copyrights, and trade secrets.

- Patent Registration
- Copyright Registration
- Trademark Registration
- IP Portfolio Management
- IP Infringement



LITIGATION & ARBITRATION

Our team of skilled litigators and arbitration experts offer cost-effective solutions when disputes arise. We can provide Legal advice, representation, and support through every stage of the litigation or arbitration process, ensuring the best possible outcome for our clients.

- ☐ Case Analysis
- ☐ Court Representation
- ☐ Arbitration and Mediation
- ☐ Dispute Resolution Strategy
- ☐ Legal Strategy and Litigation Management



BAD DEBT & DEBT COLLECTION

At Phong & Partners Law Firm, we believe that prevention is key when it comes to bad debt and debt collection. Consequently, our attorneys can conduct a full-scale review of the client's finances and identify potential risks to help them take steps to avoid getting bad debt and the corresponding legal challenges.

Bad Debt Recovery

Bad Debt Management

Credit Risk Assessment

Debt Restructuring and Workouts

Bankruptcy and Insolvency Proceedings



MERGES & ACQUISITIONS

Phong & Partners Law Firm provides practical legal solutions to help our clients achieve their M&A goals while minimizing risk. Our commitment is to provide our clients with the expert guidance, negotiation skills, and legal representation they need to secure the best possible outcome in their mergers and acquisitions endeavors in Vietnam.



Due Diligence



Deal Structuring



Regulatory Approvals



Negotiation & Documentation



Post-Merger/Acquisition Integration



OUR FEE STRUCTURE

Phong & Partners law firm provides a transparent fee structure to its clients, which is based on the type of legal work required, the level of complexity of the work involved, and the time required to complete the work.

Hourly Billing

This is the most common fee structure we offer, where clients are charged based on the amount of time spent on the case.

Retainer Agreement

This fee structure involves the client paying a monthly or annual fee to have access to our legal services on an as-needed basis.

Fixed Fees

We offer a fixed fee arrangement for certain types of legal services where the scope of work is clearly defined and understood.

Performance-based Fees

In certain cases, we offer performance-based fees in which the fee is tied to the results achieved by our lawyers.



WHAT YOU CAN EXPECT?

At Phong & Partners law firm, we prioritize English communication to ensure effective understanding of your legal issues and to provide clear explanations of the legal process, options, and advice given by our team of lawyers. With fluency in English, we make sure that expats can converse with us without language barriers and obtain the best possible legal service.

- ✓ English Communication
- ✓ Client Confidentiality
- ✓ A Focus on Results
- ✓ Expert Advice





CONTACT US

CENTRAL HIGHLANDS

Address: 05 Nguyen Truong To,
Dien Hong, Gia Lai Province
Phone: 0901.955.099

DA NANG CITY

LIEN CHIEU OFFICE

Address: 223 Nguyen Sinh Sac, Hoa Khanh
Phone: 0236 3822.678 - 0961.283.093

HAI CHAU - THANH KHE OFFICE

Address: 6th Thanh Loi Building, 249 Nguyen Van Linh, Thanh Khê
Phone: 0236 3822.678 - 0905.102.425

SON TRA OFFICE

Address: 549 Ngo Quyen, An Hai
Phone: 0236 3822.678 - 0905.205.624

CAM LE - HOA VANG OFFICE

Address: 346 Cach Mang Thang Tam, Cam Le
Phone: 0236 3822.678 - 0901.955.099

NGU HANH SON OFFICE

Address: 01 Chu Cam Phong, Ngu Hanh Son
Phone: 0236 3822.678 - 0905.579.269

NAM DA NANG OFFICE

Address: 53 Mai Chi Tho, Hoa Xuan
Phone: 0236 3822.678 - 0919.984.864

DIEN BAN OFFICE

Address: 63 Hoang Dieu, Dien Ban
Phone: 0236 3822.678 - 0905.794.678

HO CHI MINH CITY

Address: Floor 9, K&M Building, 33 Ung Van Khiem,
Thanh My Tay, Ho Chi Minh City.
Phone: 0282 2125678 - 0905.503.678

HEAD OFFICE

6th Floor, Thanh Loi Building, 249 Nguyen Van Linh street, Da Nang City
(+84) 236.3822.678 | (+84) 905.102.425
info@phong-partners.com
phong-partners.com



PHONG & PARTNERS

Honor Justice – Respect Goodwill