

The background of the entire page is a dark blue overlay with a faint, high-contrast image of a city skyline and a large bridge, likely the Manhattan Bridge, spanning across the frame. The bridge's cables and structure are visible, and the city buildings are silhouetted against a lighter background.

# CNC Counsel

boutique property law firm

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# ABOUT US

The quote, **“Look for solutions, not problems”** - *Dan Eldon*, is one in which our people are well fortified

CNC is one of only a few Vietnamese law firms providing specialized construction and real estate legal services

Our dedication: to preserve our true boutique property law firm presence providing clients with highly specialized services fostering enduring, cohesive relationships, not only with our clients, but also other professionals working with us.

Despite our firms' modifications, the philosophy of putting clients in the forefront of everything we do, remains a core principle and value of the firm.

## OUR SERVICES

Quality workmanship and performance improvement are incessantly required. Therefore, more and more clients recommend us as their trusted provider of legal services.

01 CONSTRUCTION LAW

02 REAL ESTATE LAW

03 CONTRACTS

04 CORPORATE & INVESTMENT

05 DISPUTE RESOLUTION

06 TRAINING

07 IN - HOUSE COUNSEL

08 EMPLOYMENT & LABOR

09 DIVORCE & FAMILY LAW

Our lawyers are experienced in many recent cases with successful results, thus, placing CNC in the vanguard of the construction and infrastructure market.

Our services are diverse and customized to meet the various demands of our clients in complex domestic construction and engineering projects.

#### AREAS OF EXPERTISE

- *Tender Advice*
- *Joint Venture/Consortium Agreement*
- *Extension of Time Claims & Construction Claims*
- *Subcontracting*
- *Guarantees & Insurance*

# 1

## CONSTRUCTION LAW

# 2

## REAL ESTATE

We work in partnership with our clients to understand what our clients want to achieve from their perspective.

Whether it's to minimize costs, establish strategies, challenge real or potential risks, or efficiently and effectively finalize deals, our lawyers proactively and dynamically commit themselves to work in partnership with clients to understand what must be achieved and deliver solutions that realize our client's objectives.

#### AREAS OF EXPERTISE

- *Licensing Services*
- *Planning and Approval*
- *Loan/Collaboration Agreement*
- *Land Acquisition and Resettlement*
- *Project Purchases and Sales Leases and Contracts*

With an ever - changing economy and the inherent instinct of survival in today's world, knowing exactly what one is – or many are – embarking on is increasingly important

At CNC we have a team of contract specialists with extensive experience to provide a wide variety of contractual legal services, know-how, and a market standard approach for clients that work under Vietnamese law.

#### AREAS OF EXPERTISE

- *Contract Drafting*
- *Contract Review*
- *Contract Management*
- *Contract Templates and Business forms*

#### NOTABLE CONTRACTS

- *Consultancy Services Agreements*
- *Off-the-plan-building sales*
- *FIDIC Contracts/Construction Contracts*
- *Hotel Management Agreements*

## CONTRACTS 3

## 4

### CORPORATE & INVESTMENT

Investment law in Vietnam continues to significantly differentiate domestic investors from foreign investors. Differences apply to foreign investors in the areas of the formation of new business facilities and business processes

Unsure of whether or not “the jungle of law” applies to your business, or your business is being treated unfairly under the law? Then consider CNCs flexible customized services.

#### AREAS OF EXPERTISE

- *Pre-investment and market entry advice*
- *Formation of business*
- *Licensing Services*
- *Investment incentives*
- *Intellectual Property*
- *Mergers & Acquisition*
- *Internal Dispute Resolution*

## 5

DISPUTATION  
RESOLUTION

Our practice is based on the fundamental understanding that our clients' core business is absent of commercial disputes.

With respect to unresolved disputes, CNC expert litigators have exhibited impressive achievements in court proceedings.

Our client-based approach creates efficient and effective solutions that focus on results - as opposed to CNCs financial gain – and the client's commercial objective.

## AREAS OF EXPERTISE

- *Settlement Negotiation*
- *Mediation*
- *Adjudication*
- *Arbitration*
- *Legal Proceedings*

CNC regularly conducts professional training sessions and workshops (continuing education) throughout the year on all aspects of contracts, including FIDIC contracts, extension of time claims, and claims with respect to Real Estate and Construction & Infrastructure industries.

We provide leading-edge insight into the legal, contracting and commercial skills, procedures and methods that are fundamental to legal business practitioners, project developers, and contract managers.

## AREAS OF EXPERTISE

- *Construction Contract Drafting Skills*
- *FIDIC Contracts*
- *Extension of Time Claims Preparation*
- *Construction Contract Claims*
- *Arbitration & Legal Proceedings Preparation*

## 6

## TRAINING



Just as Vietnam's real estate market changes rapidly and frequently, so too does the legal framework on assets and ownership. Therefore, our well-informed and knowledgeable legal advisors will efficiently and effectively guide clients through these rapidly changing regulations.

Under this flexibly designed arrangement, CNC will act as clients' separate legal department and responsibly provide effective and efficient legal solutions and pursue a sensible outcome, not only to ensure strict compliance with the laws of Vietnam, but also to achieve the clients' commercial objective.

# 7

## IN - HOUSE COUNSEL

# 8

## EMPLOYMENT & LABOR

*"Every CEO knows that a company can only reach its full potential through the effective management of its human resources."*

- Anonymous

Vietnam's laws on employment and labor are complex and vary significantly from enterprise to enterprise and are constantly evolving.

Our employment and labor practice team provides services for various industries, expats, and other foreigners with licensing, permit approvals, legal answers, and practical insight, which allows them to handle minor and complex personnel issues effectively.

### AREAS OF EXPERTISE

- Visa/Work Permit/Temporary Residential Card
- Employment Contracts
- Employee Benefits & CBA
- Downsizing & Restructuring
- HR Legal Advisory
- Compliance and Corporate Governance
- Data-protection & Post-employment competition
- Dispute Resolution and Litigation



*“The older you get, the more you realize that it isn’t about the material things, or pride or ego. It’s about our hearts and who they beat for”*

- Anonymous

The essence of most family law work is helping people through difficult times in their lives and advising them on evolving issues.

Our diverse team of family lawyers, experienced in a variety of family law sub-specialties, are well equipped to manage a wide range of cases – from typical divorce cases to complex property division and financial cases.

#### AREAS OF EXPERTISE

- *Marital (Prenuptial) Agreements*
- *Child Custody & Child Support*
- *Legal Separation*
- *Mediation*
- *Adoption*
- *Divorce*
- *Property Division*
- *Unmarried Couples*

*(common law marriages/dissolution of common law marriages)*

**DIVORCE  
& FAMILY LAW**

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## OUR PEOPLE

CNC consists of a dynamic, diverse and well-qualified team of lawyers with considerable experience to provide quality, results-driven services to our clients.

Our strength lies in the people we serve – past, present, and future. Our belief is that investing in people allows us to produce the most innovative solutions for our clients.

LE THE HUNG  
*Managing Partner*

• NGUYEN THI HOAN  
*Partner*

NGUYEN HUU HUNG  
*Partner*

• NGUYEN VAN THINH  
*Partner*

VU DINH THU HIEN  
*Partner*

• NGUYEN THI KIM NGAN  
*Senior Associate*



## LE THE HUNG

*Management Partner*

Hung is an experienced lawyer in the areas of construction, contracts and dispute resolution. Prior to establishing CNC in 2013, Hung held a Contract Manager position for 5-years at Hoa Binh Construction and Real Estate Group J.S.C. and as a Senior Associate for 4 years at a reputable law firm in Vietnam.

Recognized for his in-depth insight of the real estate and construction industries, Hung regularly conducts intensive 1999 FIDIC Contracts training courses throughout Vietnam focusing primarily on helping Vietnamese practitioners comprehend international conditions of contracts in the construction and real estate sectors.

As a friendly and respectful lawyer with global insight, he welcomes the opportunity to and cooperate with new clients.

### Areas of Practice

Contracts  
Dispute Resolution  
Training

### Education

LL.B, HCMC University of Law  
Lawyer Training Course, MOJ

### Languages

Vietnamese  
English

### Contact

hung.le@cncounsel.com

## NGUYEN THI HOAN

*Partner*



Hoan, a partner of CNC with more than 9-years of continuous and extensive experience in construction and engineering sectors with a focus on a variety of construction contracts and procurements.

With her expertise in design-build contracts, construction management agreements, EPC contracts (high-rise buildings), and hotels & resorts, Hoan has gained a reputation with respect to consultant appointments, collateral warranties, third party rights, security documentation, and purchase orders.

Hoan's recognized clients are Dong Phuong Group, Hoa Binh Group, Nha Trang Bay Group, Artelia Group, Sinh Nam, and How Yu.

### Areas of Practice

Contracts  
Construction  
In-house Counsel

### Education

LL.B, HCMC University of Law  
Lawyer Training Course, MOJ

### Languages

Vietnamese  
English

### Contact

hoan.nguyen@cncounsel.com



## NGUYEN HUU HUNG

*Partner*

Hung is a high-energy, detail-oriented lawyer specializing in legal projects. His experience includes: 3 - years leading the property appraisal team at Asia Commercial Bank (ACB) - Binh Duong - and additional 5-years at Vietnam Infrastructure and Property Development Group Corporation (VIPD Group) – a recognized project developer in Vietnam.

Hung provides project developers with valuable legal advice and equips them with the skills and knowledge necessary to manage demanding and growing projects.

Some of the Hung has facilitated sophisticated projects including a housing development project - Phu Thuan, District 7, Ho Chi Minh City – 2015; an M&A project transaction - District 1, Ho Chi Minh City; and a luxury resort development - Thong Nhat Hill, Da Lat.

### Areas of Practice

Project Legal  
Dispute Resolution

### Education

LL.B, HCMC University of Law  
Lawyer Training Course, MOJ

### Languages

Vietnamese  
English

### Contact

hung.nguyen@cncounsel.com

## NGUYEN VAN THINH

*Partner*



### Areas of Practice

Dispute Resolution  
Contracts  
Project Finance

### Education

LL.B, HCMC University of Law  
LL.M, University of Economics &  
Law Lawyer Training Course, MOJ

### Languages

Vietnamese  
English

### Contact

thinh.nguyen@cncounsel.com

Thinh, a very well-known and experienced litigator commonly recommended and sought-out - by name - for dispute resolution, banking & finance complicated of cases.

Before joining CNC as a partner in 2016, Thinh practiced law at VPBank Asset Management Company, a subsidiary to Vietnam Propensity Bank, Hung Thinh Law Office, and Thanh Do Auction Corporation. He has managed several transactions related to debt collection, loan arrangement, and contract dispute settlements.

His experience is supplemented by a Master of Law degree enabling him to connect law with economic knowledge in a way that highly satisfies client's needs.



## VU DINH THU HIEN

*Partner*

Hien, an accomplished and experienced Contracts and Construction lawyer who diligently trained at the University of Economics and Law, participated in the real estate broker and real estate management programs, and the real estate assessment program (at Sacomreal), was awarded her certificate to practice in 2009.

Prior to deciding to join CNC Counsel in 2016, Hien served as Contracts Manager at Jesco Hoa Binh Joint Stock Company, a member of Hoa Binh Group (HBC).

Thanks to a variety of experiences, acquired knowledge, and serious dedication to her work, Hien regularly advises recognized clients in the real estate and construction sectors in an array of services, including contracts and dispute resolution. Her clients include Jesco Hoa Binh, Tam Lap, Kurihara

### Areas of Practice

Contracts  
Construction

### Education

LL.B, University of Economics &  
Law Lawyer Training Course, MOJ

### Languages

Vietnamese  
English  
Japanese

### Contact

hien.vu@cncounsel.com



## NGUYEN THI KIM NGAN

*Senior Associate*

Ngan, a first generation, CNC qualified lawyer with a focus on Contracts, Investment and Corporate, and In-house Counsel passed the lawyer training course at the Judicial Academy in 2016

With better than 2-years of legal experience at a reputable law firm in Vietnam and 3-years at CNC since the firm was established in 2013, Ngan is incessantly committed to “digging” into detail and focused on delivering unique insight and high-quality solutions to assist clients in “tackling” the toughest business challenges.

Ngan passed the lawyer training course at the Judicial Academy in 2016. When she’s not working, Ngan enjoys traveling, food, and music in her spare time.

### Areas of Practice

Contracts  
Investment & Corporate  
In-house Counsel

### Education

LL.B, University of Economics &  
Law Lawyer Training Course, MOJ

### Languages

Vietnamese  
English

### Contact

ngan.nguyen@cncounsel.com

## OUR PARTIALS CLIENTS

Working relationships have been established with a wide variety of domestic and international clients which include:



CNC affiliates are independent business owners and operators and include, but are not limited to:



## OUR NETWORKS & PARTNERS

Our business model is based on optimising special collaborating partners with a dynamic support team to ensure the expertise that is needed to deliver quality services

## SELECTED DEALS

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Initially established in July 2013, with continuous development and improvement of the organization since then, CNC exhibits impressive accomplishments which include legal advice, representation, management, and negotiation for a variety of projects.

*The following pages include a summary of the most notable projects in which our team's expertise was commissioned.*

Vietnamese (state owned) enterprise - settlement of multi-million-dollar construction disputes following ICC arbitration procedures against a leading Korean construction company concerning a dispute under an EPC/ Turnkey Contract large-scale textile fiber facility in North Vietnam. The lawsuit was in excess of \$60 million USD.

Provided legal advice for a local construction company (with an international entity subcontract) for the construction and completion of one of Ho Chi Minh City's tallest buildings which includes 5 subterranean levels.

Master lease agreement for the second largest supermarket in the City of Vung Tau involving Thinh Vuong Investments, J.S.C - a member of Ben Thanh Group, several landlords, and tenants.

Nha Trang Bay Investment and Construction, J.S.C - mortgage agreement with a property value in excess of \$20 million USD (including off-plan-building, public facilities, and land use rights) at Vietnam Technological and Commercial Joint Stock Bank.

Advised and represented Nha Trang Bay investment and construction J.S.C on the hotel management agreement for the Panorama Nha Trang project. (a multi-owner property).

A Saigon based emerging hotel management company's hotel management agreements throughout Vietnam's coastal cities since 2014.

In 2014 the innovative construction contractor for Saigon's first five-star hotel project – Hotel Grand Saigon - overlooking the Saigon River in District I, Ho Chi Minh City – was (in a particularly tight schedule) a contract valued at more than \$30-million US which included the management of several chosen subcontracts - Commin Asia and Commin Vietnam Consortium, Lecade, KNI, Sinh Nam, and Kone.

Hoa Binh Construction and Real Estate Group J.S.C - Trang Tien Plaza renovation - an investment in excess of \$20-million US in which the contract included the management and coordination of select subcontractors in M&E, elevators, generator installation, indoor/outdoor natural stone tiling, and signage.

Sinh Nam Metal (Vietnam), a leading façade company in Vietnam for the supply and installation of a Façade package at Alpha 03 Tower building under a nominated subcontract arrangement in June 2018.

CNC conducted more than 45- Practical Use of FIDIC Contracts training sessions 1999. Some of the most reputable construction contractors and project developers attended these training sessions, including PVGas, FICO-Corea, Lecade, ThyssenKrupp Elevator, Hoa Binh Group, Dat Xanh Group.

Phuoc Huu Solar Farm - the first energy project developed solely by a domestic project developer—CNC and a Saigon based French-owned engineering consultancy enterprise prepared a tender document.

Eurowindow - two landmark nominated subcontracts for the two Façade Packages at Development South Hoian Project, with Construction Joint Stock No. 1 Company, (COFICO) and Coteccons J.S.C (Coteccons)

A Petro Vietnam subsidiary - possibility of contract termination pertaining to an allegation of insolvency to build vessels under an EPC Contract for a refining project.

A joint venture of a leading facade contractor and a Korean leading design company on a tender submission for a large project facade package in Saigon - 2016. A tender submission was thereafter awarded by VinGroup subsidiary, Tan Lien Phat.

## SELECTED DEALS



## SELECTED DEALS

A \$5 million USD settlement for a Vietnamese state-owned company claims against a leading Korean construction company under the HCM City - Long Thanh - Dau Giay Expressway - Contract Package No.3 at VIAC arbitration procedures

Debt collection in the amount of \$5 million US for Japanese contractor under an M&E construction contract against an international Korean general contractor in District 7, Ho Chi Minh City.

In collaboration with a leading firm in Vietnam, advised the Urban-Civil Works Construction Investment Management Authority of Ho Chi Minh City against an Extension of Time Claims (EOT Claims) of package A, C, and D, under Phase I of the City's Water Environment project.

A reputable ID Contractor in Vietnam on an ID construction contract – in excess of \$7 million USD - at an international airport project in central Vietnam in 2017.

## IMPORTANT INFORMATION

The information in this brochure has been prepared for general information purposes only and does not consider your personal objectives, financial situation, needs, or desires. This brochure is not intended to represent a firm offer or recommendation to enter into a contract, transaction or to issue any financial product. CNC believes that the information in this brochure is true and correct, and any opinion, conclusion or recommendations contained in this document are reasonably held or made at the time of its compilation but infers no representation or warranty, expressed or

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