Ladies and Gentlemen,

Before you look into the details concerning our adoption consultation service, please read one of the comments by our clients:

"I researched several lawyers to handle my adoption case. I found Mr. Sokea Keo to be the leading adoption expert in Cambodia. Mr. Keo has integrity, honesty, diligence and experience. With constantly changing laws and protocols, I advise individuals to seek a CONSULTATION with SKP Law Firm BEFORE proceeding with a Cambodian adoption! I highly recommend SKP consultations if you wish to save money, time, energy and avoid disappointment in incompetent lawyers. I am a satisfied and loyal client and cannot praise SKP enough for their outstanding service." - California client.

SK & P Cambodia Law Group is going to conduct a series of one-day-consultation on domestic and inter-country adoptions (international adoption) in the Kingdom of Cambodia. The consultation is going to be conducted twice a year in June and December. The purpose of the
consultation is to provide ladies and gentlemen who dream to be parents or have motives for adoption with most reliable technical and practical advises before you decided to adopt a child, especially Cambodian child who is in need of your real love and care. The goal of the consultation is to protect interests of adopted child and those of the prospective adoptive parents, and to avoid any breach of the law of Cambodia and the Hague Convention on the Protection of Children and Cooperation in Respect of Inter-country Adoption.

There are two kinds of adoption that are allowed by the law of the Kingdom of Cambodia: simple adoption and full adoption. In **simple adoption**, an adopted child acquires the same status and rights as a natural child of the adopters, and yet the relationship between the child and the natural parents as well as their rights and obligations in relation to inheritance and support continue. **Full adoption** is a legal process resulting in the acquisition by the adopted child of the same status, rights and obligations as that of a natural child of the adopters and the termination of the relationship between the child and his/her natural parents and their blood relatives.

**Inter-country adoption** is a full adoption that has the effect of creating a permanent parent-child relationship by providing the adopted child with the same status and the same rights and obligations as the natural child of the adopters, and of terminating the relationship between the child and his or her natural parents.

**What does adoption means to us?**

Adoption will change your family life and the whole of your future:

1. create an atmosphere of happiness, love and understanding for a child that needs a family to live and create an atmosphere of hopefulness for women and men who want to be parents;

2. change family status and family environment;

3. change relatives;
4. change the way of thinking about one own family;

5. change a spouse behavior and conduct;

6. change and/or create a nationality for an adopted child;

7. change rights, obligation, status and relationships: adoptive parent(s), natural parent(s), adopted child and their respective blood relatives.

In this regard, you should try to get valuable advises and most accurate information before you decide to adoption a child.

SK & P Cambodia Law Firm is pleased to announce that from June, 2012 we are going to provide consultation on adoption as a group consultation every 6 months.

Individual consultation between one family or one couple who want to be adoptive parents and our expert(s) can be arranged upon request.

*When is the date for the Consultation?*

1. Group Consultation: June and December (each year).

2. Dates for an individual consultation: upon request.

*Where is the Consultation will take place?*
1. Group Consultation: Phnom Penh Capital (Siem Reap is optional).
2. Date for an individual consultation: at the office of the SK & P Cambodia Law Group or upon request.

Consultation via Skype: we are going to provide long distance consultation via Skype or similar technology. This service will be provided soon.

Written Legal Opinion on Adoption: on top of face to face consultation, we also provide legal opinion on domestic adoption and inter-country adoption laws, regulations and other related issues concerning child protection.

Facilitators

1. Mr. KEO Sokea: Director of SK & P Cambodia Law Firm.

2. Cambodian Psychologist and social work experts: to be invited upon request of majority of participants.


If you need detailed information about the consultation please contact our Registration team at registration info@skpcambodia.com or sokea@skpcambodia.com or on Phone/Fax: (855)23-883885.

For English speakers, you may contact us via hand-phone: 012267897 (or Email: sokea@skpcambodia.com or keosokea77@yahoo.com).
Consultation on Property Law (By EANG Sopheak & EA Sopheap)

Law and practice in the Kingdom of Cambodia

Date: 06 June, 2012

SK & P Cambodia Law Group also provide a series of one-day-consultation on property law, especially land law and law governing ownership of private property by foreigners. The law governing ownership of private property by foreigners was passed by the National Assembly of the Kingdom of Cambodia on 05 April, 2010 and promulgated by the King on 24 May, 2010.

Kingdom of Cambodia has a number of law, regulations and policy governing the issues include, but not limited to, the following:

1. Land Ownership, Procedure to Acquire Ownership, Rights to Property;

2. State Land, Procedure for Granting Concessions;

3. Administration and Management of Land and Property Use;

4. Mechanisms to decide land disputes and Dispute Resolution Procedure and Process;
5. Land Registration, Cadastral Conservation, Land Taxation, Construction and other Service Fee;

6. Land Expropriation and respective methodology to address socio-economic impacts of the expropriation;

7. Law on Investment, Agreements on Promotion and Protection of Investments.

Law, regulations and policy governing the property are complicated issues and depending on Cambodia context that required relevant comprehensive knowledge and skills. Current chaotic and competitive business environment calls for not just excellence in leadership and management, resources,…but real knowledge. Therefore, we provide this consultation to assist you to make SMART decision. The goal of the consultation is to assist prospective buyers, investors, and other stake holders as well as their beneficiaries to get valuable advises and most accurate information before you decide to buy, invest, or do any other transaction concerning immovable property in Cambodia. The purpose of the consultation is also to provide natural or legal person that wants to own one part of the building or apartment for their own lawful purpose such as residence, office or investment as appropriate, with practical information.

**When is the date for the Consultation ?**

1. Group Consultation: May and November (each year).

2. Date for an individual consultation: upon request.

**Where is the Consultation will take place ?**

1. Group Consultation: Phnom Penh Capital (Siem Reap is optional).
2. Dates for an individual consultation: at the office of the SK & P Cambodia Law Group or upon request.

**Consultation via Skype:** we are going to provide long distance consultation via Skype or similar technology.

**Written Legal Opinion on Property Law:** on top of face to face consultation, we also provide legal opinion on property law, especially law, regulations and other related issues concerning immovable property.

**Working Language:** English and Khmer.

**Downloads** (please adjust the template as necessary)

- Application Form

**Facilitators**

1. Mr. EANG Sopheak, Attorney: Deputy Director of SK & P Cambodia Law Firm.

Mr. EA Sopheap, Senior Lawyer of SK & P Cambodia Law Firm.
2. Cambodian Land, Tax, and Property experts: to be invited upon request of majority of participants.


If you need detailed information about the consultation please contact our Registration team atÂ
Â info@skpcambodia.com or sopheak@skpcambodia.com or on Phone/Fax: (855)23-883885.

For English speakers, you may contact us via hand-phone: (855)12552727.

Consultation in Cambodian Labor Law and Related Issues

(By HUON Chundy & HENG Youleng)

Law and practice in the Kingdom of Cambodia

For small size legal entity, employment issues are handled by personnel office or owner of enterprises. For big companies and organizations, the issues are addressed by human resource division or department. For whatever size and nature of your organization and/or company, working under whatever type of contract/agreement in Cambodia, proper understanding of employment/labor law of Cambodia is very important because of the impact it will have on profitability and sustainability of business, management, and employees. Problems can be avoided or minimized with no cost or low cost if we made all efforts to avoid or minimize them.
We are the people who can assist you to properly apply the Cambodian legal principles and legal provisions to factual situations. We can help you to avoid lawsuit and other disputes that exist where employees of one race (Asians, Europeans, Africans, and others), national origin, language, sex, age and other social status are favored by employers and/or recruiting companies.

SK & P Cambodia Law Group provides a wide range of legal consultation in the labor law and related issues in the Kingdom of Cambodia on top of drafting, reviewing and finalizing employment contract in both Khmer/Cambodian and English languages (in French can also be arranged). The purpose of the consultation is to provide ladies and gentlemen to be clear in the interpretation and the understanding of the principles and applicable provisions in the labor law and other labor-related regulations of the Kingdom of Cambodia, the mechanisms and the procedures taken to solve labor disputes, and the compliance in the policy and internal work rules to meet the national and international standards on labor for a *harmonious work place*; specifically:

What the employer and employee/worker are and their relationship;

Labor contracts, elements of act

an employment contract

Types of employees/workers;

Overtime work and compensation;

Wages and other fringe benefits;
Types of leaves/holidays;

Occupational health and safety;

Work-related accidents;

Disciplinary actions and termination;

Labor dispute resolution and mechanisms;

Strike and lock-out;

Employer and employee/worker professional organizations.

What does a harmonious work place mean to us?

Everyone in a work place (companies, financial institutions, non-government organizations, etc.) understands and respects laws and regulations, and everyone feels at home being in the work place, such as:

Having a decent working conditions and good living-wage;

A friendly treatment between the employer and the employee/worker;
An increase in productivities/services and quality leading to gaining more potential buyers/institutional reputation;

Being proactive in disputes, and be considerate in solving disputes amicably and effectively;

No strike and lock-out;

A healthy environment of work and the sense of ownership of all; and

Full of healthy employers and employees/workers

Where will the Consultation take place?

2. For an individual consultation: at the office of the SK & P Cambodia Law Group or upon request.

Consultation via Skype: we are going to provide long distance consultation via Skype or similar technology. This service will be provided soon.

When the Consultation take place?

1. Group Consultation: upon request.
2. Individual Consultation: request 1 to 2 weeks in advance at the office of the SK & P Cambodia Law Group.
3. Urgent meeting can be arranged: Saturday or Sunday (depending on the availability of our attorney and after confirmation is made).
Written Legal Opinion: on top of face to face consultation, we also provide legal opinion on certain labor issues and practices and the improvements in policy and internal work rule in a work place.


Downloads (please adjust the template as necessary):

Application Form

Facilitators

1. Mr. HUON Chundy, a senior lawyer of SK & P Cambodia Law Firm. He is also a Labor Arbitrator with the Arbitration Council appointed by the Ministry of Labor and Vocational Training.

Mrs. HENG Youleng, Senior lawyer of SK & P Cambodia Law Firm.

2. Other Cambodian experts: to be invited upon request of majority of participants.


If you need detailed information about the consultation please contact our Registration team at
info@skpcambodia.com or sokea@skpcambodia.com or on Phone/Fax: (855)23-883885.