



BRYAN & CO.

ADVOCATES & SOLICITORS

ABOUT US

Bryan & Co. is a law firm in Petaling Jaya, Selangor, that endeavours to provide legal services personalised to the client's individual circumstances and needs while holding steadfast to our principles of professionalism, transparency, integrity and excellence.

Our team is made up of lawyers from diverse backgrounds, allowing us to amalgamate these unique experiences, including a wealth of corporate, business and entrepreneurial experience, into our legal practice.



REACH US AT :

 **WORKING HOURS** : 10:00am - 5:00pm
 **CONTACT NUMBER:** +603 3000 8626
 **EMAIL** : general@brycolaw.com

LOCATED AT :

1-009, Millennium Square, Dataran Millennium, Section 14, 46100 Petaling Jaya, Selangor, Malaysia.

FIND US AT :





MAIN PRACTICE AREAS

NOTE: The full list of practice areas is listed on [the firm's website](#).



ESPORTS

Our firm works closely with different stakeholders in the esports ecosystem, including players, organisations, sponsors, tournament organisers and governing bodies. We have assisted with the drafting of agreements related to esports, rules and regulations for tournaments as well as advised and assisted in developing a dispute resolution system within the esports ecosystem.

CYBER & INFORMATION TECHNOLOGY (IT)

As our firm is digital-centric, it is only natural that an area of practice that we are comfortable with is in cyber and information technology (IT). This includes both disputes, such as domain name disputes, as well as drafting of texts to be published on websites. We also assist and advice on compliance with laws and regulations such as with the Personal Data Protection Act 2010.





DISPUTE RESOLUTION/ LITIGATION

Our firm has a dispute resolution practice that spans across multiple areas of law. This includes common disputes such as debt recovery, tortious claims, accidents and defamation, to specific and unique litigation involving vacant possession, medical ethics and regulations, intellectual property, corporate and commercial litigation etc.

MEDICAL LAW

While our firm has its fair share of medical negligence matters, our practice in Medical Law extends beyond just medical negligence cases. We have also represented medical professionals before disciplinary boards and committees as well as advised clients in relation to compliance with the laws and regulations in specific areas of Medical Law.



FINANCIAL TECHNOLOGY (FINTECH)

Our firm has had the opportunity to assist and/or advise regarding the use of technology in the financial sector, particularly in relation to compliance with the regulations and laws, as well as disputes involving the use of such technology. This includes modern day FinTech such as cryptocurrency, altcoins and NFTs to more familiar ones such as applications for the trading of shares.





OUR CORE VALUES

INTEGRITY | PROFESSIONALISM | EXCELLENCE

We make it a point to ensure that, while we do the best for our client, we **remain transparent with the client** – be it the status of their legal matter or bills and fees. At Bryan & Co. we endeavour to **make every review an opportunity to learn and grow**. We ensure each piece of work undergoes reviews from at least a senior, if not 2 persons so as to make sure it meets the expectations and level of excellence and also, as often as possible, attempt to make the review a teachable session.

OUR BELIEF

Our firm believes that all members of the Bryan & Co. family should not only **strive towards excellence** but also **continually grow and improve**. We **place great focus on personal and professional development** of our team members. We also encourage our lawyers to develop and grow in areas of law in which they have a strong interest in. The Partners and Seniors of the Firm will assist and aid in that development as much as we are able to.



OUR WORKING CULTURE

- As our firm started around the start of the first Movement Control Order (MCO), the firm had the opportunity to digitalise as much as possible. Hence, our team members are **able to work remotely** if they want to. This allows the Bryan & Co. team to **find their stride or de-stress in any way** that is effective for them and has also allowed us to have a more effective team with better performance and quality of work. The caveat is, of course, that the work must still **reflect excellence**.
- Our team regularly has meals together. Whether it is a birthday celebration, a welcome for a new team member or just a regular lunch, these meals are opportunities for team members to bond with each other. There were also plans for firm trips and activities, all of which were put on halt due to the pandemic.



PERFORMANCE REVIEW

Our firm **conducts performance reviews on a monthly basis**. These reviews are not only for the Partners to review the performance of the employees, but the employees are also given the opportunity to air their grievances, suggest improvements, critique procedures and processes and to give their views on the Firm, the Firm's and Partner's policies and decisions etc. There are 2 different types of performance reviews:

1. Individual review:

- Team member will meet with the Partner, who will review the employee's performance in the past month.
- It includes reviewing work quality, checking in whether the employee is alright physically, emotionally and mentally and giving pointers or challenges to the employee to do better than the previous month.

2. Team review:

- Anyone can raise any concerns, discuss any issues and resolve problems as a team.



JOIN US: Internship Programme

Application and Interview:

- Application is open throughout the year, subject to availability and space, with a maximum of 2 interns for each internship period.
- To apply, email cover letter and CV to general@brycolaw.com.
- Shortlisted candidate will be arranged for an interview to get to know the person better and to enable us to better tailor an internship programme that suits the intern.
- The ideal duration of the internship would be at least 2 months.
- Looking for candidate who is proactive and a go-getter. An understanding of civil procedure would be an added advantage.

Internship Structure:

- The internship programme is structured to be beyond just clerical work and the interns would get a glimpse and a taste of the legal profession.
- Interns will be given opportunities to take on fictitious civil litigation case acting as the lawyer for one of the parties. Interns will draft emails, letters and cause papers for that fictitious case with guidance from the lawyers in the Firm.
- Mock trials or mock hearings will be conducted occasionally.
- Interns might also be required to take on corporate drafting based on fictitious facts.





HEAR FROM US

Q: How does your litigation experience complement your corporate advisory work? What advice would you give to law students who are unsure of which area to specialise in?

"For me, having litigation experience allows me to better draft my corporate agreements or advise my corporate clients. While this litigation experience does, in my view, give an edge in my corporate work, I **do not believe that it is mandatory to have the litigation experience to be a good corporate lawyer.** Similarly, understanding corporate work has enabled me to better articulate contractual clauses when a dispute arises.

My advice to law students is to **not specialise at such an early stage in their career.** It's best to **learn and experience different areas and fields of law** before considering to specialise. You will never know when a skill or a legal principle in a certain area of law or practice will assist you, especially when you finally decide to specialise in a specific area of law or practice."

- **Saphna Ravichandran [Partner]**

Q: How do you keep yourself motivated at work? If you have to give advice to law students who are struggling in their law studies, what will it be?

"Generally, I try to **stay fit and healthy** as much as possible, to **keep a positive mind** and to **set goals** and work towards achieving it. This allows me to balance between the stressful demands of work and the need to de-stress and relax. Of course, this includes not forgetting also to reward me by treating myself to my favorite meal every time I complete a task.

My advice to law students who are struggling in their studies will be to **reflect on what inspired and inspires you to read law. Don't be afraid to speak to your friends or lecturers when you encounter any obstacles.** You never know how and when a piece of advice or assistance can help you out of a ditch."

- **Brenda Lee [Associate]**



HEAR FROM US

Q: With your extensive experiences in working, owning and managing businesses and corporations both in Malaysia and abroad, what is the biggest challenge that you have faced and how did you overcome it? How can a student apply the same methodology in their studies?

Answered by Bryan Boo [Partner]:

"Apart from **the need to familiarise with the laws of different countries and jurisdiction**, which I believe any person can read up on the laws of the specific countries, one of the biggest challenge would be the vast difference in the business structure from company to company. To add to it, different business persons have different considerations as well when it comes to how they manage the business or approach a business transaction. To bridge the gap and inadequacies, I **read more on the specific industries** and **spoke to people in the industry**, especially business owners or directors, to understand their concerns and considerations pertaining to their business.

I think for students, **a spirit of excellence** and **the thirst to learn more** will aid the student not only in studies but in leaving an impressionable footprint in the legal career. Even when attempting exam questions, I believe that **truly understanding what the question is asking for is similar to lawyers attempting to understand what exactly our clients are asking of us.**"

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