



## Representative Legal Matters

Joanna Matthews-Taylor

- Advising Taaleem Holdings PSC on the employment aspects of the acquisition of Jebel Ali School, including preparing the employment transfer documentation and new employment contracts and advice on the harmonisation of benefits.
- Advising a local public joint stock company operating in the education sector in amending its contracts, policies and procedures to ensure compliance with the new UAE Federal Labour Law.
- Drafting employment regulations for a new free zone authority in the Kingdom of Saudi Arabia in collaboration with our Riyadh office.
- Advising a UK financial institution on discrimination claims raised by two former employees under the DIFC Employment Law.
- Advising a large joint venture company operating in the UAE, KSA and Qatar in relation to ethical recruitment, human rights and labour law practices.
- Advising a health insurance company on the legal and regulatory implications of establishing an investment scheme via a trust company, which will be the first proper alternative to the end-of-service gratuity scheme available to onshore employers in the UAE.
- Advising a leading provider of international diagnostic services on an internal investigation into allegations raised by a whistleblower into financial and compliance irregularities and fraud in the UAE, including advice on strategy, preservation of evidence and data protection as well as carrying out the primary interview with the whistleblower.
- Advising a global retailer in relation to Emiratisation compliance.
- Advising an international financial institution with regards to the alleged misuse of highly sensitive information by an individual formerly employed by the bank's DIFC entity.
- Provided strategic advice regarding the termination of UAE national employees employed by a Government department.
- Advising a global bank in connection with a multi-million dollar bonus claim raised against it by a former senior executive level employee in the DIFC courts.
- Advising an international financial institution with regards to a major restructuring and redundancy exercise to its operations in the Gulf and drafting related documentation.
- Leading a cross-border investigation into discrimination and retaliation claims raised by an employee of a leading global airline services company.
- Managing employment claims before the UAE onshore labour courts, including a claim from the ex-general manager of an international shipping company in the amount of AED 9 million (circa USD 2.5 million). In addition to raising the labour claim, the individual applied for an attachment of our client's UAE assets and also raised a claim in the U.S.

# Baker McKenzie.

- Advising on the employment aspects of a highly sensitive cross-border compliance investigation (involving India, Lebanon and the UAE).
- Advised a local financial institution with regards to its long-term senior incentive benefit scheme.
- Advising a global company in relation to the employment aspects of an investigation into fraud and embezzlement allegations together with the suspension and termination of employees involved.
- Advising a local telecommunications provider in respect of the employment aspects of an outsourcing project.
- Supporting an international bank in connection with a discrimination and unfair dismissal claim raised against it by an ex-employee in the DIFC pursuant to a redundancy program
- Providing strategic advice and providing support to navigate complex employment issues arising out of a joint venture between two global pharmaceutical companies.
- Advising an international food and beverage corporation with regards to its employee savings scheme and drafting related documents to protect the company from end of service gratuity claims.
- Advising an international business consultancy company with regards to cross border enforcement of restrictive covenants in respect of its key employees.