



## Gloria Estolano

Strategic Partner

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### Areas of Practice

- Earning, compensation and benefits schemes plans
- Employment Law trainings

### Education

- Juris Doctor University of San Francisco School of Law, San Francisco, CA May 1986
- Bachelor of Arts, University of California, Los Angeles
- Political Science and Specialization in Women's Studies 1983

### Professional Memberships

- Bar Admission Hawaii, 1989
- Court license - United States District Court, District of Hawaii 1989, United States Court of Appeal for the 9th Circuit 1991

### Languages

- English

### Summary Profile

Gloria, a strategic partner and specialist of employment law at Mahmood Hussain Advocates and Legal Consultancy (MHLF), is an American lawyer with extensive experience advising onshore and offshore (free zone) companies and individual clients regarding UAE labor law and employment concerns. Her advisory and training services include the provision of legal advice throughout the duration of employment including all aspects of employment law issues such as: contracts, employee incentives, training, workplace disputes, wrongful and unfair termination, protection of client information, discrimination, employee data protection, and regulatory issues.

Gloria provides in-house counsel and training for corporate, commercial and individual clients regarding lawful workplace compliance, dispute arbitration, and the development of workplace policies and procedures. With over 20 years of experience and a background in US civil rights enforcement, she is highly regarded for her work empowering individual clients and corporations in all employment matters.

Mahmood Hussain Advocates and Legal Consultancy (MHLF), has strengthened its corporate practice with the arrival of Gloria Estolano as its employment law specialist.

### Experience

Following an extensive career in civil rights enforcement as a lawyer and attorney in the United States, Gloria's work in the GCC now specializes in employment and labor law issues and provides personal and corporate advisory and managerial services in all matters of UAE labor law and workforce compliance. Her portfolio includes managing the HR/Administration department for a Qatar-based EPC oil and gas company, overseeing approximately 2,100 employees and reporting directly to the Executive General Manager. She has served as a panel member for employee discipline hearings, worked with individual clients and companies involving issues of earning, compensation and benefits schemes plans and succession plans vis-à-vis organizational development.

### Focus Areas

Gloria's vast areas of expertise span commercial and corporate law, employment law, UAE Labor Law, H/R and administration, cybercrimes, and all employment matters. As such, Gloria provides in-house advisory and training services in the aforementioned fields alongside dispute resolution, policy and handbook development, and workplace compliance among others.