

## Renata Neeser

Shareholder

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## Focus Areas

International Employment Law  
Business Restructuring and M&A  
Hiring, Performance Management and Termination  
Contractors, Staffing and Contingent Workers  
Privacy and Data Security  
AI and Technology

## Overview

Renata Neeser provides comprehensive labor and employment solutions to multinational companies, particularly tech and data companies, with a depth of experience in both New York and Brazilian labor and employment law. She regularly advises foreign companies as they navigate U.S. employment laws, with a particular focus on executives. Renata also advises foreign and domestic companies on the employment aspects of M&A, as they relate to the hire, transfer and termination of executives and other business restructurings involving various sizes and structures of RIFs. Additionally, Renata is a go-to resource for clients across the U.S. and around the world on multi-country projects and advice, Brazil-specific labor and employment matters, including data protection and AI. With years of practice in Brazil and New York, Renata is positioned to provide HQs with sensible advice on their Brazil and international operations.

Renata has been certified by the International Association of Privacy Professionals (IAPP) as Certified Information Privacy Professional for Europe (CIPP/E) and Certified Information Privacy Manager (CIPM), which shows her knowledge of the General Data Protection Regulation (GDPR) and global data privacy concepts concerning the management and protection of personal data and trans-border data flows.

Renata's noteworthy new projects include:

- Leading, collaborating and participating in several multicountry surveys and projects in 2024 involving uniformization of offer letters and employment agreements, RIFs requirements, data privacy, background checks, and use of EORs outside the U.S. for tech companies with operations in more than 40 countries.
- Counseling and advising a growing number of companies in the U.S. on their domestic and foreign operations, particularly in relation to growing or reducing headcount in the U.S., Brazil and beyond, including those involving multiple decisional units (domestic and global).
- Counseling and drafting of ERISA plan and related separation agreements and OWBPA disclosure schedules for involuntary termination programs (RIFs), offer letters, executive agreements and equity compensation, including negotiations for the retention of key executives after change of control, policies, sales incentive programs, use of freelancers, staffing agencies and PEOs/EORs.
- Advising a U.S. public traded fintech on Brazil employment issues on stock and asset deals.
- Counseling and advising U.S. clients on various internal investigations of harassment and retaliation involving top management in Brazil, related Labor Prosecutor's Office (MPT) investigations and disciplinary actions.
- Providing anti-harassment, discrimination and retaliation training, including cross-border cultural nuances, for top management of U.S. subsidiaries in Brazil.

#### Data Privacy and AI

- Advising on Brazil data protection law (LGPD) requirements, including drafting and consulting on data privacy notices and standard contractual clauses for international transfers
- Advising on data subject rights, consent requirements, D&I voluntary surveys of sensitive personal data, and international transfer of personal data.
- Advising on processors' liabilities and use of third-party service providers outside Brazil.
- Advising on data breach incident reports to the Brazil national data protection authority (ANPD)
- Monitoring Brazil proposed AI legislation and ANPD's AI regulations and sandbox.

#### Past Highlights:

##### COVID-19 Pandemic-related

- Leading several multicountry surveys and projects in 2020-2021 relating to telework and WFH arrangements, wandering workers located outside the U.S., return-to-work policies, mandatory testing and vaccination, and permanently becoming virtual employers.
- Counseling on different structures available in Brazil and other Latin American countries to reduce employment costs (furloughs, reduction of salary/hours, collective vacation, bank of hours, telework) and termination of employment.

Renata is a core member Littler's Business Restructuring and M&A Practice Group, the International Employment & Labor Practice Group, and the Latin America Team.

#### Professional and Community Affiliations

- Member, International Association of Privacy Professionals (IAPP)

- Member and Former Vice Chair, International Employment Committee, International Section, American Bar Association
- Member and Board Member, Brazilian-American Chamber of Commerce
- Member, International Section, New York State Bar Association

## Recognition

- Certified Information Privacy Professional for Europe (CIPP/E), *International Association of Privacy Professionals*
- Certified Information Privacy Manager (CIPM), *International Association of Privacy Professionals*
- Knight, Order of the Rio Branco, Brazil, *Ministry of External Relations*
- Named, The Best Lawyers in America®, 2018-2025
- Named, Latin America's Top 100 Female Lawyers, *Latinvex*, 2016-2024
- Named, Latin America's Top 50 Female Lawyers, *Latinvex*, 2015

## Education

Law Degree, Pontifical Catholic University of São Paulo, Brazil, 1987

Labor Relations – Collective Bargaining Studies Certificate, Cornell University School of Industrial and Labor Relations, 2015

## Bar Admissions

New York

Brazil

## Languages

English

Portuguese

Spanish

Italian

## Publications & Press

**How can employers address varying sensitivities to DEI issues in a multinational workforce?**

*Littler 2 the Point Video*

October 16, 2024

**New Developments on the Enforceability of Releases in Brazil**

*Littler ASAP*

October 7, 2024

**Brazil: Pay Transparency Reports Are Due by the End of September**

*SHRM*

September 16, 2024

**New Brazil Pay Transparency Report Is Due by the End of September 2024**

*Littler Insight*

September 5, 2024

**Littler Global Guide - Brazil - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

**A Comprehensive Global Guide for AI Data Protection in the Workplace**

*Corporate Compliance Insights*

April 16, 2024

**Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace**

*Littler Insight*

February 29, 2024

**Brazil Data Protection Law – Litigation in the Context of Employment**

*Littler Insight*

February 26, 2024

**Brazil Data Protection Agency (ANPD) Publishes Proposed International Transfer of Personal Data Regulation for Public Consultation**

*Littler ASAP*

August 16, 2023

**Littler Global Guide - Brazil - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

**Brazil Data Protection Agency (ANPD) Issues its First Sanction Against a Non-Compliant Company**

*Littler ASAP*

July 7, 2023

**Littler Global Guide - Brazil - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

**Brazilian National Data Protection Agency (ANPD) Discloses List of Companies Being Investigated**

*Littler ASAP*

March 30, 2023

**Employers in Brazil with Internal Health and Safety Committees Must Implement New Sexual Harassment Prevention Measures**

*Littler ASAP*

January 30, 2023

**Littler Global Guide - Brazil - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

**Littler Global Guide - Brazil - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Littler Global Guide - Brazil - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**Littler Global Guide - Brazil - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**New Legal Developments in Brazil on Remote Work**

*Littler ASAP*

April 1, 2022

**Littler Global Guide - Brazil - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Brazilian Data Protection Authority (ANPD) Updates System for Filing Complaints**

*Littler ASAP*

January 3, 2022

**Brazilian ordinance on employer vaccination mandates faces legal challenges**

*International Association of Privacy Professionals (IAPP)*

November 23, 2021

**New Brazilian Ordinance Restricts Employers' Use of Vaccination Mandates**

*Littler ASAP*

November 2, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Last Part of the Brazilian Data Protection Law (LGPD) – Administrative Sanctions – Takes Effect August 1, 2021**

*Littler ASAP*

July 29, 2021

**Is the Brazilian Data Protection Law (LGPD) Really Taking Off?**

*Littler Insight*

June 7, 2021

**Brazil Adjusts Minimum Salary for “Hyper-Sufficient” Employees**

*Littler ASAP*

January 15, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Littler Global Guide - Brazil - Q2 2020**

*Littler Global Guide Quarterly*

July 23, 2020

**Return to Work Protocols for São Paulo, Brazil**

*Littler ASAP*

May 29, 2020

**Brazilian Supreme Court of Justice Issues Favorable Ruling for Employers on COVID-19 Relief Measure**

*Littler ASAP*

April 18, 2020

**Littler Global Guide - Brazil - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Brazil Takes Steps to Manage Labor Force During COVID-19 Pandemic**

*Littler ASAP*

March 19, 2020

**Brazil: Coronavirus (COVID-19) Employer Preparedness**

*Littler ASAP*

March 6, 2020

**New Salary Threshold for “Hyper-Sufficient” Employees in Brazil**

*Littler ASAP*

January 23, 2020

**Littler Global Guide - Brazil - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**Brazil’s Data Protection Law: HR’s Perspective**

*Littler Insight*

January 9, 2020

**Provisional Measure #905 – A New Mini Labor Reform in Brazil**

*Littler Insight*

January 6, 2020

**New Ordinances Streamline Employer Reporting Requirements in Brazil**

*Littler ASAP*

November 22, 2019

**Brazil’s Data Protection Law: HR’s Perspective**

*Littler Article*

November 8, 2019

**Littler Global Guide - Brazil - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Brazil: Unions Struggle After Labor Reform**

*Littler Insight*

May 20, 2019

**Brazil: Unions Struggle After Labor Reform**

*SHRM Online*

May 17, 2019

**Littler Global Guide - Brazil - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**Littler Global Guide - Brazil - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**A Look at the #MeToo Movement's Impact in the US, Brazil and the UK**

*TLNT*

August 8, 2018

**Littler Global Guide - Brazil - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Brazil: Starting July 16, All Companies Must Use The eSocial Reporting System**

*Littler ASAP*

July 10, 2018

**Release Agreements in Brazil: A New Way to Solve Conflicts Between Employers and Employees**

*Littler Insight*

May 2, 2018

**Littler Global Guide - Brazil - Q4 2017**

*Littler Global Guide Quarterly*

January 19, 2018



**Brazil eSocial: Is Your Company Ready? January 8 is Just Around the Corner**

*Littler ASAP*

December 15, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Brazil to Enact Expansive Labor Law Reforms**

*Littler ASAP*

July 12, 2017

**Littler Global Guide - Brazil - Q2 2017**

*Littler Global Guide Quarterly*

July 11, 2017

**Brazil eSocial Trial Period Begins on June 26, 2017**

*Littler ASAP*

June 26, 2017

**Littler Global Guide - Brazil - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**New Rules for Tipped Employees in Brazil and How They Affect the Hospitality Industry**

*Littler Insight*

March 23, 2017

**Brazil eSocial Launch Is Postponed Again, But Employers Should Not Ignore It**

*Littler Insight*

September 7, 2016

**Brazil Labor & Employment Update**

*Littler ASAP*

July 27, 2016

**Littler Attorneys Named "Top 100 Female Lawyers of Latin America" by Latinvex**

*Littler Press Release*

April 5, 2016

**Drilling into the Oil & Gas Industry for Employment Law Compliance – Brazil Overview**

*International Bar Association Employment & Industrial Relations Law Newsletter*

April 1, 2016

**Ten Rules on Equal Pay in Brazil**

*ACC Docket*

March 21, 2016

**Brazil: Salaries Up Despite Crisis**

*Latinvex*

November 11, 2015

**Employment Costs**

*Latin Lawyer*

August 28, 2015

**Brazil: Amid Great Recession, Government Issues Executive Order to Stave Off Unemployment and Reduce Labor Costs**

*Littler ASAP*

July 10, 2015

**Brazil Garment Industry – Health and Safety Issues Overview**

*Association of Corporate Counsel QuickCounsel*

January 26, 2015

**Brazil Supreme Court Confirms the Constitutionality of Mandatory Break Before Overtime Work for Women**

*Littler ASAP*

December 8, 2014

**Latin America Employment Law Update**

*Society for Human Resource Management (SHRM)*

November 19, 2014

**Foreign Investors Eye Rousseff As Brazil Tries To Right Itself**

*Law360.com*

November 13, 2014

**Brazil: Highest Labor Court Clears Franchisor from Vicarious Liability for Employment Law Obligations**

*Littler ASAP*

November 6, 2014

**Non-compete clauses in LatAm employment contracts hard to impose, say panelists**

*Latin Lawyer*

September 25, 2014

**Temp Workers in Brazil Can Now Be Retained Longer**

*Society for Human Resource Management (SHRM)*

August 11, 2014

**Brazil Adds HIV/AIDS Status to List of Protected Employment Categories**

*Society for Human Resource Management (SHRM)*

August 1, 2014

**Brazil: New Law Expands the Maximum Term for Engaging Temporary Workers**

*Littler ASAP*

July 22, 2014

**Critical Employment Law Issues to Consider When Doing Business in LATAM**

*Latin American Briefings*

July 1, 2014

**New Reporting Requirements in Brazil to Hugely Impact HR**

*Society for Human Resource Management (SHRM)*

June 27, 2014

**Discrimination Against Persons with HIV or AIDS is Now a Criminal Offense in Brazil**

*Littler ASAP*

June 17, 2014

**Brazil: Important Updates Concerning eSocial**

*Littler ASAP*

May 27, 2014

**Brazil: New Regulations for Work on Sundays and Public Holidays**

*Littler ASAP*

May 8, 2014

**Littler Enhances Latin America Capabilities with Addition of Global Employment Law Specialist**

*Littler Press Release*

March 10, 2014

## Speaking Engagements

**Multicultural teams without a multitude of problems: how best to deal with the differing workplace sensitivities of international workers, clients, and partners?**

HR Compliance Summit 2024

October 23, 2024

**2024 Tri-State Regional Employer Conference**

New York, NY

September 19, 2024

**Recipe for Success: The Data Protection Framework for AI in the Global Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Salary Transparency: How to Get Ready (or Fight Back) on Mandatory Disclosure Requirements in Europe and Brazil**

February 20, 2024

**Introductory Remarks, A Conversation with Fabi Saad, Author and Creator of “Mulheres Positivas”**

Brazilian-American Chamber of Commerce

September 25, 2023

**Managing Your Global Workforce – Legal Pitfalls, Compliance Challenges and New Trends**

Littler Tri-State Regional Employer Conference

June 20, 2023

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**How to Undertake Effective Internal Investigations, Moderator**

Latin America Employment Summit, Sao Paulo, Brazil

May 25, 2023

**Getting Ready for Brazil’s New Data Protection Law (LGPD)**

August 6, 2020

**COVID-19: What Lies Ahead**

Brazilian-American Chamber of Commerce Webinar

May 12, 2020

**Legislating Diversity & Inclusion: Where Do We Stand**

2020 NYSBA Annual Meeting, Women in Lá Section's panel  
January 28, 2020

**5a Conferencia Anual en Monterrey**

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León  
October 3, 2019

**Fifth Annual Conference in Monterrey**

San Pedro Garza García, NL  
October 3, 2019

**5a Conferencia Anual en Ciudad de México**

Hacienda de los Morales Ciudad de México  
October 2, 2019

**Fifth Annual Conference in Mexico City**

Ciudad de México, CDMX  
October 2, 2019

**The New Brazilian Data Protection Law and Lessons Learned from the EU and U.S. Experience - Rio de Janeiro**

Mattos Filho Praia do Flamengo, 200 – 11º andar Rio de Janeiro, Brazil  
February 21, 2019

**The New Brazilian Data Protection Law and Lessons Learned from the EU and U.S. Experience - Sao Paulo**

Mattos Filho Al. Joaquim Eugênio de Lima, 447 Sao Paulo, Brazil  
February 20, 2019

**Cuarta Conferencia Anual en Monterrey**

San Pedro Garza García, NL  
November 15, 2018

**Fourth Annual Conference in Monterrey**

San Pedro Garza García, NL  
November 15, 2018

**Fourth Annual Conference in Mexico City**

Ciudad de México, CDMX  
November 14, 2018

**Cuarta Conferencia Anual en Ciudad de México**

Ciudad de México, CDMX  
November 14, 2018

**#MeToo, #StandUp and Transformative Technologies in the Workplace**

San Francisco, CA  
September 13, 2018

**International Employment & Labor Law Roundtable**

Los Angeles, CA  
September 12, 2018

**International Employment Law Roundtable**

New York, NY  
June 26, 2018

**How the Brazilian Labor Reform has Affected D&O Compensation? Impacts on Release Agreements**

New York State Bar Association, Sao Paulo, Brazil  
June 21, 2018

**Brazil and Argentina**

Latin America Employee Relations Group, Miami, FL  
May 22, 2018

**Littler Global Summit 2018 - Part 1: A World of Change: The Current L&E Legal Landscapes in France, Brazil, Mexico, Costa Rica and Other Evolving Jurisdictions**

Littler Executive Employer, Phoenix, AZ  
May 2, 2018

**You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions**

February 27, 2018

**Employment Law Update: Outsourcing in Brazil and Selected Central and South American Jurisdictions**

October 17, 2017

**Third Annual Conference in Mexico City**

Ciudad de México, CDMX  
September 27, 2017

**Tercera Conferencia Anual en Ciudad de México**

Ciudad de México, CDMX  
September 27, 2017

**Tercera Conferencia Anual en Monterrey**

San Pedro Garza García, NL  
September 26, 2017

**Third Annual Conference in Monterrey**

San Pedro Garza García, NL  
September 26, 2017

**Labor Courts and Litigation**

September 13, 2017

**Brazil Conference**

Mattos Filho - São Paulo Alameda Joaquim Eugênio de Lima, 447 São Paulo, Brazil  
August 30, 2017

**Termination of Employment, Payments, Releases and Arbitration**

August 23, 2017

**Unions, CBAs and Employee Representatives**

August 16, 2017

**Employment Contracts, Compensation, and Working Hours**

August 9, 2017

**Employers, Workers and Work Arrangements**

August 2, 2017

**2017 Littler Global Brazil Breakfast Briefings**

Mattos Engelberg Advogados Av. Chedid Jafet, 222 | Bloco A4º andar | Vila Olímpia São Paulo, Brazil  
June 21, 2017

**Classifying Your Sales Staff Working in the Americas: Are They Exempt Employees?**

June 14, 2017

**Outsourcing: A Global Onslaught on the Use of Independent Contractors**

May 11, 2017

**U.S. and Brazil: Employment and Labor Law Update**

Brazil-Florida Business Council Seminar, Tampa, FL  
April 3, 2017

**Latin America Conference**

Miami, FL  
October 28, 2016

**Second Annual Mexico Conference - Mexico City**

Ciudad de México, CDMX  
October 5, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

Ciudad de México, CDMX  
October 5, 2016

**Segunda Conferencia Anual en México - Monterrey**

San Pedro Garza García, NL  
October 4, 2016

**Second Annual Mexico Conference - Monterrey**

San Pedro Garza García, NL  
October 4, 2016

**Inaugural Brazil Conference - São Paulo**

Pinheiro Neto Advogados Rua Hungria, 1100 São Paulo, Brazil  
September 14, 2016

**Not Your Traditional Secondment: Trends and Pitfalls in the Transfer of Employees Across National Borders**

May 5, 2016

**Brazil: Country Outlook for 2016**

February 26, 2016

**Latin America HR Challenges and Solutions**

Latin America Employee Relations Group, Miami, FL  
February 25-26, 2016

**Littler Global Primera Conferencia en México y Monterrey**

W Ciudad de México Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 México, Distrito Federal  
November 11, 2015



**Littler Global Mexico Conference**

W Mexico City Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 Mexico City, D.F., Mexico  
November 11, 2015

**Littler Global Primera Conferencia en México y Monterrey**

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, México  
November 10, 2015

**Littler Global Mexico Conference**

NH Collection Monterrey Av Jose Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, Mexico  
November 10, 2015

**2015 Tri-State Employer Conference**

New York, NY  
November 5, 2015

**Latin America Labor & Employment Law Update**

April 29, 2015

**Workplace Negotiations & Collective Bargaining**

Cornell University School of Industrial and Labor Relations, Sao Paulo, Brazil  
April 26, 2015

**Labor Market and Global Mobility**

Rio de Janeiro, Brazil  
February 27, 2015

**Navigating the Challenges of Enforcing Non-Compete Agreements Globally**

January 26, 2015

**Labor & Employment Issues: Three Things an Employer Should Master for Success in Latin America**

Miami, FL  
November 13, 2014

**Doom at the Loom? The Push for Labor Standards in the Garment Industry**

Buenos Aires, Argentina  
October 24, 2014

**The 2014 Charlotte Employer — International Edition**

Charlotte, NC  
September 23, 2014

**The 2014 Houston Employer Conference**

Houston, TX  
August 14, 2014

**Going Global: Managing the Human Assets**

ENR+Dodge Global Construction Summit - McGraw Hill Construction, New York, NY  
May 13, 2014

**Managing Cross-Border Culture Differences**

Littler Mendelson, Phoenix, AZ  
May 8, 2014

**Life Cycle of the Employment Relationship in Latin America**

Littler Mendelson, Phoenix, AZ  
May 7, 2014

**Employment Aspects To Consider Before Transferring Employees To Latin America And The U.S.**

Mattos Filho, Veiga Filho, Marrey Jr. e Quiroga Advogados, Sao Paulo, Brazil  
April 23, 2014

**Outsourcing Core Business/Activities in Latin America**

International Spring Meeting - American Bar Association, New York, NY  
April 3, 2014

**The Life Cycle of Employment Relationship in Latin America**

Association of Corporate Counsel Webinar  
March 25, 2014

**Expats and Seconddees into the Workplace: Clearing the Employment and Immigration Hurdles**

Annual Meeting - New York State Bar Association, New York, NY  
January 25, 2013

**Overcoming the Unique Challenges of International Staffing**

NAEM Webinar  
December 11, 2012