

Renata Neeser

Shareholder

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Practice Areas

International Employment Law
Business Restructuring and M&A
HR Advice and Counsel
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

Events & 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

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

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

Littler Tri-State Regional Employer Conference

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

October 3, 2019

Fifth Annual Conference in Monterrey

San Pedro Garza García, NLE

October 3, 2019

5a Conferencia Anual en Ciudad de México

October 2, 2019

Fifth Annual Conference in Mexico City

Ciudad de México, CMX

October 2, 2019

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

February 21, 2019

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

February 20, 2019

Fourth Annual Conference in Monterrey

San Pedro Garza García, NLE

November 15, 2018

Cuarta Conferencia Anual en Monterrey

San Pedro Garza García, NLE

November 15, 2018

Cuarta Conferencia Anual en Ciudad de México

Ciudad de México, CMX

November 14, 2018

Fourth Annual Conference in Mexico City

Ciudad de México, CMX

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, CMX

September 27, 2017

Tercera Conferencia Anual en Ciudad de México

Ciudad de México, CMX

September 27, 2017

Tercera Conferencia Anual en Monterrey

San Pedro Garza García, NLE

September 26, 2017

Third Annual Conference in Monterrey

San Pedro Garza García, NLE

September 26, 2017

Labor Courts and Litigation

September 13, 2017

Brazil Conference

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

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

Segunda Conferencia Anual en México - Ciudad de México

Ciudad de México, CMX

October 5, 2016

Second Annual Mexico Conference - Mexico City

Ciudad de México, CMX

October 5, 2016

Segunda Conferencia Anual en México - Monterrey

San Pedro Garza García, NLE

October 4, 2016

Second Annual Mexico Conference - Monterrey

San Pedro Garza García, NLE

October 4, 2016

Inaugural Brazil Conference - São Paulo

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

Ciudad de México, CMX

November 11, 2015

Littler Global Mexico Conference

Ciudad de México, CMX

November 11, 2015

Littler Global Mexico Conference

San Pedro Garza García, NLE

November 10, 2015

Littler Global Primera Conferencia en México y Monterrey

San Pedro Garza García, NLE

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

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

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 Seconded 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

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

New Health and Safety Action Required for Brazil Employers – Psychosocial Risks

Little ASAP

February 24, 2025

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

Little 2 the Point Video

October 16, 2024

New Developments on the Enforceability of Releases in Brazil

Little ASAP

October 7, 2024

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

External Publication

September 16, 2024

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

Little ASAP

September 5, 2024

Little Global Guide - Brazil - Q1 2024

Little Global Guide Quarterly

April 17, 2024

A Comprehensive Global Guide for AI Data Protection in the Workplace

External Publication

April 16, 2024

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

Little ASAP

February 29, 2024

Brazil Data Protection Law – Litigation in the Context of Employment

Littler ASAP

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

In the News

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

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 ASAP

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

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 ASAP

January 9, 2020

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

Littler ASAP

January 6, 2020

New Ordinances Streamline Employer Reporting Requirements in Brazil

Littler ASAP

November 22, 2019

Brazil's Data Protection Law: HR's Perspective

External Publication

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

Press Release

August 15, 2019

Brazil: Unions Struggle After Labor Reform

Littler ASAP

May 20, 2019

Brazil: Unions Struggle After Labor Reform

External Publication

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

Press Release

August 15, 2018

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

External Publication

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 ASAP

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

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 ASAP

March 23, 2017

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

Littler ASAP

September 7, 2016

Brazil Labor & Employment Update

Littler ASAP

July 27, 2016

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

Press Release

April 5, 2016

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

External Publication

April 1, 2016

Ten Rules on Equal Pay in Brazil

External Publication

March 21, 2016

Brazil: Salaries Up Despite Crisis

External Publication

November 11, 2015

Employment Costs

External Publication

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

External Publication

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

External Publication

November 19, 2014

Foreign Investors Eye Rousseff As Brazil Tries To Right Itself

In the News

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

In the News

September 25, 2014

Temp Workers in Brazil Can Now Be Retained Longer

In the News

August 11, 2014

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

In the News

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

External Publication

July 1, 2014

New Reporting Requirements in Brazil to Hugely Impact HR

In the News

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

Press Release

March 10, 2014