



Renata Neeser

Shareholder

900 Third Avenue
New York, NY 10022
main: (212) 583-9600
direct: (212) 497-6848
fax: (212) 832-2719
rneeser@littler.com



Focus Areas

International Employment Law
Business Restructuring and M&A
General Data Protection Regulation (GDPR)
Hiring, Performance Management and Termination
Emerging Companies and Venture Capital
Staffing, Independent Contractors and Contingent Workers
Privacy and Data Security
Inclusion, Equity and Diversity

Overview

Renata Neeser provides comprehensive labor and employment solutions to multinational 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 Brazil-specific labor and employment matters, and the newly effective Brazilian Data Privacy Law (LGPD). With years of practice in Brazil and New York, Renata is uniquely positioned to provide HQs with sensible advice on their Brazil 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:

COVID-19 Pandemic-related

- Leading, collaborating and participating in 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.
- Advising on the implementation and drafting of ERISA plan and related documents for voluntary departure plans (VDPs, ERO, VSPs) and involuntary termination programs, including those involving multiple decisional units (domestic and global), and OWBPA disclosures, as well as separation agreements for executives.

Data Privacy

- Counseling on adapting GDPR notices and processes to comply with LGPD.
- Advising on limitations to 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.

Tech Industry

- Counseling and advising a growing number of companies in the U.S. on their domestic and foreign operations, particularly in relation to growing headcount in the U.S., Brazil and beyond.
- Counseling and drafting of offer letters, executive agreements and equity compensation, including negotiations for the retention of founders as key executives after change of control, policies, sales incentive programs, use of freelancers, staffing agencies and PEOs/EORs.
- Surveying for a platform company of 10+ countries, including issues in engaging and intermediating freelancer engagement and intellectual property issues.

M&A Transactions and Business Restructurings

- Counseling and advising on the transfer of 100+ workforce in Brazil from an EOR to a local subsidiary of a giant tech company.
- Counseling and advising a U.S. media client on closing operations in Brazil and on a subsequent asset deal involving a Brazilian workforce.
- Counseling on an asset deal transfer of employees of a maritime carrier company in the U.S., Singapore and Switzerland.
- Counseling and advising on exiting a country manager in Brazil, Argentina, Chile and Peru.
- Counseling and advising on post-acquisition integration of two fintech companies in Brazil.

Past Highlights:

- Counseling on a crossborder sale of the majority of the shares of a Brazilian subsidiary in the retail business; drafting of retention plan and agreements, in dual language, for the key executives.
- Representing clients in the sale of their equity interest in a NY startup.

- Advising, drafting and negotiating the sale of equity interest and termination of employment in relation to a multiple-party venture in New York.
- Advising and counsel on the separation of U.S. employees from a Japanese company.
- Surveying implementation requirements for commission plans in 12 jurisdictions for a tech company.
- Aligning global policies after an M&A for an oil and gas company.

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, Inc.
- Member, Brazilian-American Chamber of Commerce of Florida
- Member, Brazil-Florida Business Council, Inc.

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®, 2018-2024
- Named, Latin America's Top 100 Female Lawyers, *Latinvex*, 2016-2023
- 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

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

Little Insight

February 29, 2024

Brazil Data Protection Law – Litigation in the Context of Employment

Little Insight

February 26, 2024

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

Little ASAP

August 16, 2023

Little Global Guide - Brazil - Q2 2023

Little Global Guide Quarterly

July 21, 2023

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

Little ASAP

July 7, 2023

Little Global Guide - Brazil - Q1 2023

Little Global Guide Quarterly

April 12, 2023

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

Little ASAP

March 30, 2023

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

Little ASAP

January 30, 2023

Little Global Guide - Brazil - Q4 2022

Little Global Guide Quarterly

January 26, 2023

Little Global Guide - Brazil - Q3 2022

Little Global Guide Quarterly

October 25, 2022

Little Global Guide - Brazil - Q2 2022

Little Global Guide Quarterly

July 18, 2022

Little Global Guide - Brazil - Q1 2022

Little Global Guide Quarterly

April 18, 2022

New Legal Developments in Brazil on Remote Work

Little ASAP

April 1, 2022

Little Global Guide - Brazil - Q4 2021

Little Global Guide Quarterly

January 19, 2022

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

Little 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

Little ASAP

November 2, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers

Little 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

Little 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

Little 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

Little 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

Little 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

Little ASAP

June 17, 2014

Brazil: Important Updates Concerning eSocial

Little ASAP

May 27, 2014

Brazil: New Regulations for Work on Sundays and Public Holidays

Little ASAP

May 8, 2014

Little Enhances Latin America Capabilities with Addition of Global Employment Law Specialist

Little Press Release

March 10, 2014

Speaking Engagements

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

Little 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

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León

October 3, 2019

Fifth Annual Conference in Monterrey

San Pedro Garza García, NL

October 3, 2019

Fifth Annual Conference in Mexico City

Ciudad de México, CDMX

October 2, 2019

5a Conferencia Anual en Ciudad de México

Hacienda de los Morales Ciudad de México

October 2, 2019

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

Mattos FilhoPraia do Flamengo, 200 – 11º andarRio 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 FilhoAl. Joaquim Eugênio de Lima, 447Sao 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

Cuarta Conferencia Anual en Ciudad de México

Ciudad de México, CDMX

November 14, 2018

Fourth Annual Conference in Mexico City

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

Little 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

Little 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

Second Annual Mexico Conference - Monterrey

San Pedro Garza García, NL

October 4, 2016

Segunda Conferencia Anual en México - 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

Little 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

Little Global Mexico Conference

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

November 11, 2015

Little 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

Little Global Mexico Conference

NH Collection Monterrey Av. José 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