



## Renata Neeser

Shareholder

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## 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

### **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**

*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 Littler Lawyers**

*Little Press Release*

August 19, 2021

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

*Little ASAP*

July 29, 2021

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

*Little Insight*

June 7, 2021

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

*Little ASAP*

January 15, 2021

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

*Little 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**

*Little ASAP*

May 29, 2020

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

*Little 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**

*Little ASAP*

March 19, 2020

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

*Little ASAP*

March 6, 2020

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

*Little ASAP*

January 23, 2020

**Little Global Guide - Brazil - Q4 2019**

*Little Global Guide Quarterly*

January 22, 2020

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

*Little Insight*

January 9, 2020

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

*Little Insight*

January 6, 2020

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

*Little ASAP*

November 22, 2019

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

*Little Article*

November 8, 2019

**Little Global Guide - Brazil - Q3 2019**

*Little Global Guide Quarterly*

October 16, 2019

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

*Little Press Release*

August 15, 2019

**Brazil: Unions Struggle After Labor Reform**

*Little Insight*

May 20, 2019

**Brazil: Unions Struggle After Labor Reform**

*SHRM Online*

May 17, 2019

**Little Global Guide - Brazil - Q1 2019**

*Little Global Guide Quarterly*

April 15, 2019

**Little Global Guide - Brazil - Q3 2018**

*Little Global Guide Quarterly*

October 11, 2018

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

*Little Press Release*

August 15, 2018

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

*TLNT*

August 8, 2018

**Little Global Guide - Brazil - Q2 2018**

*Little Global Guide Quarterly*

July 20, 2018

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

*Little ASAP*

July 10, 2018

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

*Little Insight*

May 2, 2018

**Little Global Guide - Brazil - Q4 2017**

*Little Global Guide Quarterly*

January 19, 2018



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

*Little ASAP*

December 15, 2017

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

*Little Press Release*

August 17, 2017

**Brazil to Enact Expansive Labor Law Reforms**

*Little ASAP*

July 12, 2017

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

*Little Global Guide Quarterly*

July 11, 2017

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

*Little ASAP*

June 26, 2017

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

*Little Global Guide Quarterly*

March 31, 2017

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

*Little Insight*

March 23, 2017

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

*Little Insight*

September 7, 2016

**Brazil Labor & Employment Update**

*Little ASAP*

July 27, 2016

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

*Little 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**

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**

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 – 11<sup>º</sup> 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

**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. 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