Zoe M. Argento
Shareholder
Co-Chair, Privacy and Data Security Practice Group

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Denver, CO 80202
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fax: (303) 629-0200
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Focus Areas
Privacy and Data Security
General Data Protection Regulation (GDPR)
International Employment Law
Home Health and Home Care
Robotics, Artificial Intelligence (AI) and Automation
Littler X-celerator Toolkits
Global Workplace Transformation Initiative

Overview
Zoe M. Argento represents and counsels clients on all aspects of workplace privacy and information security. She has written extensively on subjects related to data rights and security, intellectual property, and internet law, and has given many presentations on these topics. She regularly provides advice to businesses of all sizes on:

- Data security laws and standards
- Security incident response
- Data protection laws, including the GDPR and CCPA, and international data transfer
- Wiretap Act, Stored Communications Act, Computer Fraud and Abuse Act and analogous state laws
- Artificial intelligence
- The Health Insurance Portability and Accountability Act and other health laws
- Social media and other new technologies
- Platform privacy policies, cookies policies, and terms of use
- Biometric data, geolocation data, and other forms of tracking data
- Background screening laws
Online copyright and trademark risks

Zoe is a Certified Information Privacy Professional (CIPP/US). This credential from the International Association of Privacy Professionals (IAPP) indicates her understanding of both broad global and U.S. concepts of privacy and data protection law, as well as knowledge of:

- Jurisdictional laws, regulations and enforcement models, and rules and standards
- Essential privacy concepts and principles
- Legal requirements for handling and transferring data

Prior to Littler, Zoe taught internet, privacy, intellectual property, and torts law at Roger Williams University School of Law. She also practiced privacy, data security, and intellectual property law at a large law firm in Boston. After graduating law school, she clerked for Chief Judge Mary Lisi at the U.S. District Court for the District of Rhode Island. Zoe served as an officer in the U.S. Navy for four years after college.

Professional and Community Affiliations

- Member, International Association of Privacy Professionals

Recognition

- Order of the Coif

Education

J.D., Boston College Law School, 2007, cum laude
B.A., Harvard College, 1999, magna cum laude

Bar Admissions

Colorado
Massachusetts

Languages

Spanish

Publications & Press

With a Key Deadline Fast Approaching, Now Is the Time to Address Requirements for Data Transfers Outside of China
Corporate Compliance Insights
November 6, 2023
Strategy to Address China’s Recent Proposed HR Exception to Facilitate Cross-Border Data Transfers

Littler Insight
October 31, 2023

Department of Commerce Extends the Data Privacy Framework with UK-U.S. “Data Bridge”: Key Takeaways for Multinational Employers

Littler ASAP
October 18, 2023

With a Key Deadline Fast Approaching, Now Is the Time to Address the New and Complex Requirements for Data Transfers Outside of China

Littler Insight
September 25, 2023

Data protection issues for employers to consider when using generative AI

IAPP
August 9, 2023

5 Tips For Employers Handling Generative AI Privacy Risks

Law360
August 8, 2023

Department of Commerce Launches the EU-U.S. Data Privacy Framework: Considerations for Multinational Employers that Transfer EU Personal Data to the United States

Littler Insight
July 19, 2023

Court Postpones Enforcement of California Privacy Rights Act Regs

SHRM Online
July 6, 2023

Breathing Room for Employers as Court Enjoins Enforcement of California Privacy Rights Act Regulations

Littler ASAP
July 2, 2023

Final Regs Clear Path for Employers to Complete CPRA Compliance

SHRM Online
June 21, 2023
Finalization of Regulations Clears the Path for Employers to Complete California Privacy Rights Act Compliance Efforts Before June 30, 2023 Deadline

Littler Insight
June 14, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace

Littler Report
May 11, 2023

The Littler Annual Employer Survey 2023

Littler Report
May 10, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers

Littler Press Release
May 10, 2023

The ins and outs of workplace privacy law: A chat with Zoe Argento

International Association of Privacy Professionals (IAPP)
March 24, 2023

Complying with California’s new privacy law is a big deal for employers

Marketplace
January 2, 2023

Episode 4: Getting to Know the California Privacy Rights Act (CPRA) Practical Guidance Podcast: Data Privacy Series

LexisNexis
November 28, 2022

California Privacy Rights Act (CPRA): Employer Obligations

Lexis Practical Guidance
November 18, 2022

Employers Face Robust Monitoring Disclosure in Labor Board Plan

Bloomberg Law
November 2, 2022

Does the new California Privacy Rights Act (CPRA) apply to employers?

Littler 2 the Point Video
July 26, 2022
California Privacy Rights Act for Employers: Developing and Posting a Privacy Policy for Human Resources Data
*Littler Insight*
April 19, 2022

New Jersey Joins the Trend of Increasing Privacy Protections for an Employee’s Location
*Littler Insight*
March 30, 2022

CPRA Preparation: Action Steps
*Littler Podcast*
October 27, 2021

Employers May Lose Grip on Employee Monitoring
*Reuters*
October 19, 2021

CPRA Vendor Management
*Littler Podcast*
October 14, 2021

CPRA Enforcement
*Littler Podcast*
September 29, 2021

California Privacy Rights Act for Employers: The Rights to Opt Out of Sales and Sharing, Restrict Sensitive Personal Information, and Non-Discrimination
*Littler Insight*
September 7, 2021

CPRA Individual Rights
*Littler Podcast*
August 30, 2021

CPRA and Information Security
*Littler Podcast*
August 16, 2021

California Privacy Rights Act for Employers: The Rights to Know, Delete, and Correct
*Littler Insight*
August 16, 2021
Ninth Circuit Holds TCPA Prohibits Pre-Recorded Recruiting Calls to Cell Phones Without Prior Express Consent
Littler Insight
August 13, 2021

CPRA: Background, Notice at Collection, and Website Privacy Policy
Littler Podcast
August 4, 2021

As Colorado and Virginia Follow California's Lead in Enacting Data Privacy Laws, Employers Must Start Planning to Address an Inevitable Trend
Littler Insight
July 8, 2021

The European Union's New Standardized Data Transfer Agreement: Implications for Multinational Employers
Littler Insight
June 9, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative
Littler Report
March 30, 2021

Conversations with Women: Impacts of the Pandemic on Women in the Workforce
Littler Podcast
March 10, 2021

Substantial New Privacy Obligations for California Employers: The California Privacy Rights and Enforcement Act of 2020 Passes at the Polls
Littler Insight
November 5, 2020

Employers Likely to Receive One-Year Reprieve from Full California Consumer Privacy Act
Littler Insight
September 3, 2020

Littler Insight
August 3, 2020
What's So Bad About My Bad Credit?
*CNN Money*
November 9, 2017

Vendor Breaches and Their Implications for Employers
*Littler Insight*
September 15, 2017

Can You Fire an Employee for Attending a Protest? Yes, Depending on Your State
*MH&L Magazine*
August 21, 2017

Helping To Protect Your Company From A Cyber-Attack: Eight Tips For Human Resources Professionals And In-House Employment Counsel
*Littler ASAP*
May 18, 2017

5 Ways to Address Negative Social Media
*Human Resource Executive Online*
March 23, 2017

Dear Littler: Can A Boss Fire Someone for Off-Duty Political Activities?
*Dear Littler*
January 20, 2017

Littler Attorneys Selected as Recipients of "2016 Distinguished Legal Writing Award"
*Littler Press Release*
April 14, 2016

Social Gatherings and Social Media this Holiday Season – What's Not to "Like"?
*Littler Insight*
December 14, 2015

The Big Move Toward Big Data in Employment
*Littler Report*
August 4, 2015

The E-Workplace: Internet Security, Privacy & Social Media Policies
March 3, 2015
Ringing in the New Year with Four Ban-The-Box Laws
Littler ASAP
January 26, 2015

The Brave New World of Wearables in the Workplace: Privacy and Data Security Concerns for Employers
Bloomberg BNA Privacy & Security Law Report
January 19, 2015

Four New Laws Within 40 Miles: The Washington, DC Area Accelerates the "Ban-the-Box" Movement
Littler Insight
December 2, 2014

Information Security Risks for Employers: $150,000 Settlement Illustrates the Reach of State Law
Society for Human Resource Management (SHRM)
October 29, 2014

Settlement highlights info security risks for employers
Rhode Island Lawyers Weekly
October 6, 2014

California Takes the Lead Again in Data Breach Laws
Littler ASAP
October 3, 2014

Settlement highlights info security risks for employers
Massachusetts Lawyers Weekly
September 25, 2014

NLRB’s Recent Triple Play Decision Tackles Two Critical Social Media Issues for Employers
Littler Insight
September 2, 2014

Define ‘Reasonable’ When It Comes to Data Security
Corporate Counsel
June 11, 2014

"Reasonable" Data Security: The FTC’s Guideposts for Employers
Littler ASAP
June 9, 2014
A Tale of Two Cities: Rochester Follows Buffalo to Ban the Box
*Littler ASAP*
May 27, 2014

Baltimore Becomes the 10th Jurisdiction To "Ban The Box"
*Littler ASAP*
May 16, 2014

San Francisco’s Board of Supervisors “Bans The Box” and Further Complicates Criminal History Checks by the City’s Employers
*Littler ASAP*
February 10, 2014

Killing the Golden Goose: The Dangers of Strengthening Domestic Trade Secret Rights in Response to Cyber-Misappropriation
*Yale Journal of Law and Technology*
2014

Whose Social Network Account? A Trade Secret Approach to Allocating Rights
*19 MICH. TELECOMM. & TECH. L. REV. 201*
2013

Social Media: The Separation of Work & Play
*National Symposium on Technology and Labor and Employment Law - American Bar Association (ABA)*
2013

What the Digital Millennium Copyright Act Can Learn from Medical Marijuana: Fixing the AntiTrafficking Provisions by Basing Liability on the Likelihood of Harm
*35 COLUM. J. L. & ARTS 503*
2012

To Cache or Not to Cache: Internet Service Provider Caching of Peer to Peer Traffic
*WHITTIER L. REV. 421*
2010

Applying Genericide to the Right of Publicity
*10 VAND. J. ENT. & TECH. L. 321*
2008
## Speaking Engagements

**2023 Rocky Mountain Regional Employer Conference**  
Denver, CO  
October 27, 2023

*The New Business Models: Intersection of Employment, Privacy and Cybersecurity Law*  
New York City Bar Association  
October 11, 2023

**2023 Littler AI Summit**  
Washington, DC  
September 21, 2023

*Practical Answers to Employers’ Most Common and Tricky Privacy and Information Security Questions*  
Rocky Mountain Employer Conference  
October 27, 2022

**Littler AI Summit**  
Washington, DC  
September 28, 2022

*California Privacy Rights Act in the Face of Uncertainty: How to Advance Your Organization’s Compliance Program While Awaiting Final Regulations*  
September 22, 2022

*Your Data Can Help or Hurt You: What Should You Do?*  
Professional Background Screening Association (PBSA) Annual Conference 2022  
September 12, 2022

*Finding the Cure for Data Protection Overload: Practical Solutions for Managing the Onslaught of New U.S. and Global Data Protection Laws*  
Littler Executive Employer Conference  
May 5, 2022

*California Privacy Rights Act Workshop: Practical Steps for Compliance with Human Resources Data*  
Littler Executive Employer Conference  
May 4, 2022

*California Privacy Rights Act - Steps To Take Now: Project Planning, Vendor Contracting, and Data Retention and Security*  
April 14, 2022
California Privacy Rights Act for Human Resources Data
IAPP KnowledgeNet Webinar
March 9, 2022

Time to Get Ready! Key Steps for Employers to Address Compliance with the California Privacy Rights Act
February 3, 2022

2021 California Virtual Regional Employer Conference
Sacramento, CA
October 28, 2021

2021 Rocky Mountain Virtual Regional Employer Conference
Denver, CO
October 6, 2021

The Pandemic May Be Coming to an End, but New State Privacy Laws and Remote Work Complications Ensure that Data Protection Challenges Will Continue
2021 Littler Executive Employer Conference
May 12, 2021

Compliance Coffee Talk
Denver, CO
April 7, 2021

How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive
February 16, 2021

To Text or Not To Text: Legal Risks and Options of Texting with Employees
December 3, 2020

2020 Rocky Mountain Virtual Employer
November 18, 2020

New York and California Privacy Laws: What Employers Need to Know
Japan Society Webinar
June 25, 2020

The Next Normal: Strategies and Best Practices for Returning to Work in Colorado
May 11, 2020
Tales from the Trenches: Updates and Practical Guidance for Employers on COVID-19
April 21, 2020

The New York SHIELD Act, California Consumer Privacy Act, and Data Security for Employers: HR's Role in Building a Compliant Data Security Program
March 4, 2020

The California Consumer Privacy Act: What Employers Need to Know and Do Before the January 1, 2020 Compliance Deadline
November 14, 2019

GDPR, CCPA, and the New World of Data Protection Laws: What In-House Counsel Should Know
Senior Women’s Corporate Counsel Annual Retreat, Beaver Creek, CO
November 2, 2019

BYOD, the Cloud and Beyond: Managing the Risks of the Remote Workforce
2019 Rocky Mountain Employer Conference, Denver, CO
October 4, 2019

Tracking Your Employees’ Digital Trail
2019 New England Employer Conference, Newton, MA
September 27, 2019

Two Hot Topics in Legal Risk: HIPAA and Texting
National Association for Home Care & Hospice Webinar
July 25, 2019

Tracking Your Employees’ Digital Trail
2019 Mid-Atlantic Employer Conference, Bethesda, MD
June 7, 2019

How to Ride the Next Wave of Background Check Class Actions? Get Up to Speed Now on Gnarly State and Local Requirements
2019 Executive Employer Conference, Phoenix, AZ
May 9, 2019

Anticipating and Beating the Risks of the Latest Wave of Technology Entering the Workplace
2019 Executive Employer Conference, Phoenix, AZ
May 9, 2019
2019 Philadelphia Regional Employer Conference
Philadelphia, PA
April 2, 2019

Workplace Privacy and Data Security
Financial Service Centers of America Annual Conference, Las Vegas, NV
October 4, 2018

The Next Frontier: Wearables, Drones, and Colorado’s New Data Privacy Law
Rocky Mountain Employer Conference
September 21, 2018

Hiring Traps for Even the Wary: How Fair Chance Acts, Salary History Bans and Consumer Reporting Laws Continue to Catch Employers Off Guard
Littler Executive Employer, Phoenix, AZ
May 3, 2018

How the AI and Robotics Revolution Will Shape the Employment and Labor Law Landscape
Littler Executive Employer, Phoenix, AZ
May 2, 2018

Privacy Concerns in Today’s Technology-Based Workplace
Littler Webinar
February 2, 2018

How to Screen out the “Employee from Hell” Without Having to Litigate Against the “Applicant from Hell”
Littler Rocky Mountain Employer Conference
October 3, 2017

Privacy Concerns in Today’s Technology-Based Workplace
Milwaukee Regional Employer Conference
September 12, 2017

Combating the Insider Threat to Data Security
Denver KnowledgeNet Chapter of the International Association of Privacy Professionals, Denver, CO
April 15, 2017

Cyber Security: Identifying and Reducing the Risks
American Association of Port Authorities, Oakland, CA
April 8, 2017
Handling Negative Employee Social Media
Lorman Education Services Live Webinar
March 16, 2017

The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets
Rocky Mountain Employer Conference
September 21, 2016

Regulation or Partnership?: Government, the Private Sector, and Cybersecurity
Cybersecurity + Law Enforcement: The Cutting Edge Symposium, Roger Williams University School of Law, Bristol, RI
October 16, 2015

Workplace Privacy: The "New Digital Workplace," What’s Next and What Should Employers Be Doing to Prepare?
2015 Rocky Mountain Employer, Denver CO
October 7, 2015

Social Media and the Labor Law Practitioner: Navigating the Latest NLRB Decisions on Employee Policies and Discipline
Labor and Employment Relations Association, Rocky Mountain Chapter, Denver, CO
May 12, 2015

Employee Data Protection: FTC’s Reasonable Data Security Guideposts for Employers in 2015
February 13, 2015

The 2014 Rocky Mountain Employer Conference
Denver, CO
October 30, 2014

Social Media and the Workplace: Navigating the Latest NLRB Decisions on Employee Policies and Discipline
Clear Law Institute Webinar
October 9, 2014

Trade Secrets and Cyber-Security
Computer Science Department – Brown University, Providence, RI
November 1, 2013

Killing the Golden Goose: The Dangers of Strengthening Domestic Trade Secret Rights in Response to Cyber Risks
13th Annual Conference - Intellectual Property Scholars, New York, NY
August 8, 2013
Intellectual Property and Torts Panel
Cyber Threats & Cyber Realities Conference - Roger Williams University, Bristol, RI
June 17, 2013

Social Media: The Separation of Work & Play
National Symposium on Technology and Labor and Employment Law, Section of Labor & Employment – American Bar Association, Berkeley, CA
April 23, 2013

Whose Social Network Account
12th Annual Conference - Intellectual Property Scholars, Palo Alto, CA
August 10, 2012

Hot Topics in Intellectual Property Law
National Conference of Law Reviews Inc., Providence, RI
March 30, 2012

Who Owns the Social Media Account?
4th Annual Internet Law Work-in-Progress Symposium - New York Law School, New York, NY
March 24, 2012

What the Digital Millennium Copyright Act Can Learn From Medical Marijuana
Dean Dinwoody Center for Intellectual Property Studies - The George Washington University Law School, Washington, DC
February 23, 2012

Electronic Communications Privacy Act and Stored Communications Act in the Context of Social Media
Annual Meeting - Rhode Island Bar Association, Providence, RI
June 16, 2011

Books & Book Chapters