

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
Hiring, Performance Management and Termination
Staffing, Independent Contractors and Contingent Workers
Business Restructuring
Policies, Procedures and Handbooks

Overview

Renata Neeser provides comprehensive labor and employment solutions to multinational clients. She counsels on a wide variety of international employment law matters, including the local applicability and implementation requirements of global policies, such as codes of conduct, ethics, discrimination and diversity policies. She also works with international clients on matters involving outsourcing, expatriation and employee classification issues.

Additionally, Renata coordinates all employment matters that arise as a result of restructuring and lay-offs, and she has extensive experience in multi-country projects in connection with transaction deals, including in Latin America, Asia and Africa. Particularly noteworthy is her vast experience on Brazilian labor and employment issues and her counseling of clients on Brazilian employment-related litigation.

Renata's practice focuses on:

- Cross-border employment matters: outsourcing, implementation of policies, expatriation, employment agreements, compensation, reduction-in-force, and post-termination litigation
- Brazil employment and labor laws
- Multi-country HR related projects
- Latin America, Asia and Africa regional employment issues
- Employment matters relating to mergers and acquisitions and other cross-border transactions

Professional and Community Affiliations

- Member and Former Vice Chair, International Employment Committee, International Section, American Bar Association
- Member, Board of Directors, Brazilian-American Chamber of Commerce, Inc.
- Second Secretary, Brazilian-American Chamber of Commerce, Inc.
- Co-Chair, Innovation Committee, Brazilian-American Chamber of Commerce, Inc.

Recognition

- Knight, Order of the Rio Branco, Brazil, *Ministry of External Relations*
- Named, Latin America's Top 50 Female Lawyers, *Latinvex*, 2015
- Named, Latin America's Top 100 Female Lawyers, *Latinvex*, 2016

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

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

Latin America Conference

Miami, FL

October 28, 2016

Segunda Conferencia Anual en México - Ciudad de México

México City

October 5, 2016

Second Annual Mexico Conference - Mexico City

México City

October 5, 2016

Segunda Conferencia Anual en México - Monterrey

Nuevo León, C.P.

October 4, 2016

Second Annual Mexico Conference - Monterrey

Nuevo León, C.P.

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 Secondees 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