



Alice H. Wang

Associate

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Focus Areas

Robotics, Artificial Intelligence (AI) and Automation
Littler Pay Equity Assessment
Discrimination and Harassment
Class Actions
Wage and Hour

Overview

Alice Wang advises and represents employers in a wide range of labor and employment law matters arising under state and federal law, including wage and hour, pay practice and worker classification issues, discrimination, harassment and retaliation, and wrongful termination. She regularly handles matters in all of these areas in federal and state courts, and before federal, state, and local agencies, including Berman hearings and responding to administrative complaints. Alice also has significant experience defending gig economy companies in worker misclassification lawsuits. While she focuses her practice on litigation avoidance, she is skilled at handling all stages of litigation, including fact gathering, pre-trial discovery, briefing dispositive motions, hearings and trials, and other means of alternative dispute resolution.

A core member of Littler's Pay Equity Practice Group, Alice has deep experience conducting pay equity audits for all types of employers, ranging from start-ups to Fortune 500 companies, and providing advice and counsel to employers on a broad range of state and federal issues related to pay equity. Alice is also an integral member of Littler's Global Workplace Transformation Initiative, with a focus on how artificial intelligence and other enhancement technologies impact the workplace, and how employers can ensure they remain in compliance with the evolving legal landscape related to their adoption of automated decision systems in personnel management, including recruiting and reductions in force.

Prior to joining Littler, Alice's practice focused on complex commercial litigation and white collar defense. Previously, she served as a judicial extern in the Pro Se Department of the Northern District of California. In law school, she was on the Moot Court team and an editor for the *Hastings Constitutional Law Quarterly*. Before law school, Alice worked as an economic litigation consultant in the finance practice of a global consulting firm, where she performed economic and statistical modeling in complex securities litigation and pre-merger acquisition matters.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Bar Association of San Francisco

Recognition

- Recipient, Outstanding Public Service Award, *Justice & Diversity Center of The Bar Association of San Francisco*, 2015

Education

J.D., University of California, Hastings College of the Law

M.A., Boston University

B.A., Wellesley College

Bar Admissions

California

Massachusetts

Languages

Mandarin

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making

Littler ASAP

April 4, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment

Littler ASAP

March 17, 2022

4th Circuit Requires Gender Parity in Each Pay Component

SHRM Online

December 13, 2021

Salary Negotiation Can Provide Affirmative Defense to Equal Pay Act Claim as “Factor Other Than Sex”

Littler Insight

December 9, 2021

Fourth Circuit Requires Parity in Each Component of Compensation, Not Only in Total Compensation, Under Federal Equal Pay Act

Littler Insight

December 7, 2021

Speaking Engagements

Session One: A Primer on AI Tools and Human Resource Decisions

August 18, 2022