



Alice H. Wang

Shareholder

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Focus Areas

AI and Technology
Littler Pay Equity Assessment
Discrimination and Harassment
Class Action
Wage and Hour
Background Checks

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

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024
- 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

Divergent Paths on Regulating Artificial Intelligence

Littler Insight

April 1, 2024

How Artificial Intelligence Tools Can Increase Diversity

Littler ASAP

March 6, 2024

AI hiring tools keeping skilled professional immigrants out of job market

Human Resources Director America

October 20, 2023

Employers willing to accept a certain level of risk in exchange for AI benefits

Daily Journal

October 13, 2023

Using AI without a rulebook? Here's where HR should be careful, say lawyers

Human Resources Director America

October 9, 2023

California Court's Expansion of 'Employer' Could Have Implications for AI Regs

SHRM Online

August 28, 2023

California Supreme Court's Expansion of "Employer" under FEHA Could Have Implications for AI Regulation

Little ASAP

August 25, 2023

Changes in California's Regulations Regarding Criminal Records Approved

Little ASAP

August 1, 2023

An 'AI Summer' in California?

SHRM Online

July 25, 2023

An "AI Summer" in California?

Little ASAP

July 20, 2023

Artificial Intelligence as a Less Discriminatory Alternative

University of Florida Journal of Law and Public Policy

June 1, 2023

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

Little Report

May 11, 2023

Update on California's Efforts to Regulate the Use of AI in Employment Decision-Making

Little Insight

April 13, 2023

California bill would ban most criminal background checks

HR Dive

April 5, 2023

California Seeks to Ban Criminal Background Checks for Most Private Sector Employers

Little Insight

March 27, 2023

Upcoming Changes in California's Law Regarding Criminal Background Checks

SHRM Online

January 6, 2023

Upcoming Changes in California's Law Regarding Criminal Background Checks

Little Insight

January 5, 2023

Little Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Little Press Release

January 4, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Little Report

April 26, 2022

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

Little ASAP

April 4, 2022

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

Little 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”

Littleter Insight

December 9, 2021

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

Littleter Insight

December 7, 2021

Speaking Engagements

Artificial Intelligence in the Workplace

Client CLE

October 5, 2023

2023 Littler AI Summit

Washington, DC

September 21, 2023

Uncovering Bias in the Age of AI: Ethical and Responsible Use of Algorithmic Decision-Making in Employment

2023 Lavender Law Conference, Chicago, IL

July 25, 2023

What’s New and What’s Next for Employers in AI and Employment Decision-making

April 20, 2023

Artificial Intelligence & Machine Learning: Equitable Employment Practices

Northern California Employment Roundtable

October 5, 2022

Littler AI Summit

Washington, DC

September 28, 2022

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

August 18, 2022