



## Alice H. Wang

Shareholder

101 Second Street  
Suite 1000  
San Francisco, CA 94105  
main: (415) 433-1940  
direct: (415) 288-6368  
fax: (415) 399-8490  
awang@littler.com



---

## Focus Areas

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

**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

**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”**

*Little Insight*

December 9, 2021

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

*Little 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