



Johnny S. Wang

Shareholder

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Practice Areas

International Employment Law

Immigration and Global Mobility

Business Restructuring and M&A

Wage and Hour

AI and Technology

Overview

Johnny S. Wang offers clients his considerable experience in domestic and international labor and employment matters. He counsels clients on managing and developing their workforces, including addressing underperforming employees and executing separations. His approach is grounded in an understanding of each client's business objectives and the practical realities that may inform legal decision-making.

Johnny regularly advises senior executives and boards on executive separations, employment litigation, and organizational restructurings. He also collaborates with cross-functional teams to develop and implement policies in response to evolving state laws and internal corporate initiatives.

He works with clients ranging from start-ups to multinational organizations across a broad range of industries. Johnny provides day-to-day counseling on employment and workplace issues, often at the intersection of HR and business strategy. His practice includes traditional labor matters, union-related issues, and HR training, with a focus on helping clients assess key considerations and implement practical, business-oriented solutions.

Before joining Littler, Johnny served as in-house labor and employment counsel for a global mobility organization with more than 90,000 employees. He provided day-to-day advice and counseling on a broad range of employment matters across the U.S., Canada, Europe and Asia-Pacific. He was the primary legal support for the organization's global relocation and immigration team and advised on OFCCP and artificial intelligence compliance obligations. Johnny's role also supported labor

relations matters outside of the US, labor and employment aspects of M&A transactions, and wage and hour compliance.

Previously, Johnny was a partner at a large law firm, where he developed and implemented HR strategies covering compliance, executive compensation, international employment matters, and labor relations. He was first-chair trial attorney in a variety of high-profile cases involving employment discrimination claims, wage and hour class and collective actions, restrictive covenants, and labor arbitrations. Additionally, Wang served as lead negotiator for several labor contracts and assisted employers with union organizing campaigns and strikes.

Professional and Community Affiliations

- President of the Board of Trustees, St. Louis County Public Library District
- Co-founder, Asian American Chamber of Commerce of St. Louis

Recognition

- Named, Best Under 40, *National Asian Pacific American Bar Association*
- Named, 40 under 40, *St. Louis Business Journal*

Education

J.D., Washington University School of Law, 2005

B.A., University of Missouri-Columbia, 2002

Bar Admissions

Missouri

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Western District of Missouri

U.S. District Court, Eastern District of Missouri

U.S. District Court, Southern District of Illinois

Publications & Press

Littler Welcomes Johnny Wang as Shareholder in St. Louis

Press Release

June 1, 2026