

Predictive Employment Litigation Prioritization

The Problem

For plaintiff-side firms, the most expensive part of a class action happens before a case exists. Significant time and capital are spent trying to answer threshold questions: whether a large employer has a certifiable employee population, whether there is likely a systemic pay equity or discrimination issue, and whether months of investigation will lead anywhere at all. Too often, that work ends with no viable class.

The result is misallocated effort and delayed pursuit of stronger opportunities. What firms lack is an early, objective way to narrow the field before committing serious resources.

Predictive Employment Litigation Prioritization (PELP) was built to reduce that uncertainty.

What PELP Does

PELP provides a ranked, company-level view of **pay equity and related employment litigation risk** across large employers.

It evaluates companies using structural and historical signals, including prior litigation patterns, workforce composition signals, leadership and governance characteristics, and other public and government-sourced data. The result is a comparative ranking that highlights where systemic risk is most likely to be living inside an organization.

PELP does not tell you that a case exists.

It helps you decide where it's worth focusing first.

How Firms Use PELP

Firms use PELP to:

- Identify companies where pay equity and discrimination risk signals cluster
- Prioritize targets before committing months of investigative resources
- Shorten the path from initial interest to a viable class action

Why This Is Credible

PELP is validated against historical employment litigation outcomes across large employers.

In back-testing, the model demonstrates strong predictive performance, with an AUC of 0.88. This reflects meaningful separation between higher-risk and lower-risk companies at the portfolio level.

What This Is and Isn't

PELP is:

- A predictive prioritization model
- Company-level pay equity and litigation risk intelligence
- Infrastructure for focused plaintiff-side case selection

PELP is not:

- A compliance or monitoring tool
- A claim generator
- A substitute for legal analysis

Next Step

If this reflects how your firm evaluates where to focus investigative effort, we're happy to walk through the model and answer questions.