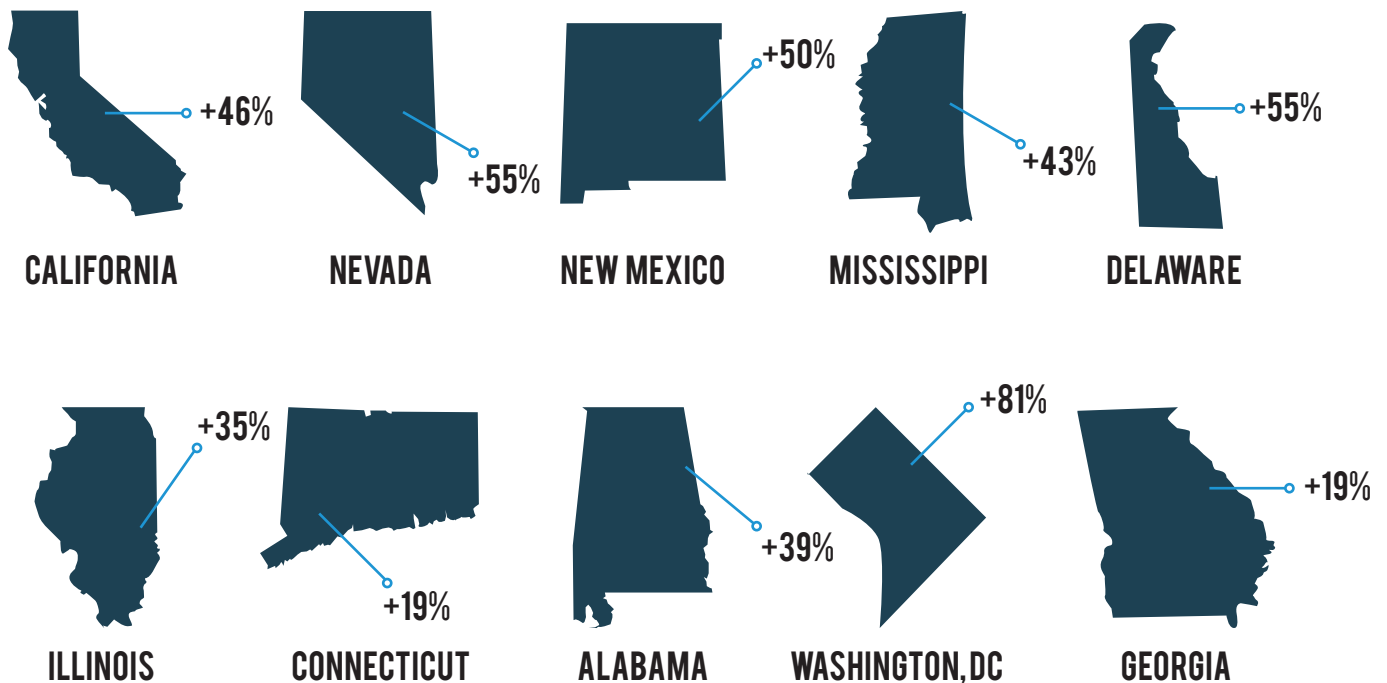


# STATES WITH THE HIGHEST EMPLOYEE LAWSUIT RISK

PRITCHARD & JERDEN™



Higher chance of litigation above the national average

## WHY DOES EMPLOYEE CHARGE ACTIVITY VARY SO MUCH AMONG STATES

State laws on discrimination vary and many of the higher-risk states have laws that are more stringent than federal statutes, creating additional obligations and risks for employers. It's critical for companies, especially those with operations in multiple states, to stay current on employment law and the related exposures. Some states (AK, DC, KY, LA, MI, MN, NE, NY, NJ, OH, OK, OR, VT and WA) allow employees to go to court without filing a federal or state charge.