FairPlay Law Debuts as AI-Native Employment Law Firm for Professionals

Real employment lawyers powered by AI level the playing field for employees—and give AmLaw firms somewhere to refer clients they can't represent



FairPlay Law's leadership team: Co-Founder David Perla, Partner and Employment Practice Leader Darah M. Okeke, and Co-Founder Sanjay Kamlani.

NEW YORK, NY, UNITED STATES, September 16, 2026 / EINPresswire.com/ -- FairPlay Law, PLLC ("FairPlay") and its affiliated technology and managed-services organization (MSO), FairPlay Global, Inc., today announce the launch of FairPlay, an AI-native employment law firm representing employees, executives, founders, and independent professionals. The firm and company are led by legal industry veterans Sanjay Kamlani and David Perla, who previously co-founded Pangea3, the Sequoia Capital-backed legal-services company acquired by Thomson Reuters.

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>
> *Sanjay Kamlani, Co-Founder*

FairPlay was built as an AI-native employment law firm for employees, with artificial intelligence embedded across its legal workflows and analytics from the ground up, giving individual professionals the benefit of efficient, informed resolution and published deliverable-based pricing. Prospective clients gain insights from FairPlay's proprietary AI analytics platform, built on a dataset of private documents, and can elect to work with its human employment lawyers, who represent employees exclusively. Before paying for legal advice, clients can request a free FairPlay Analytics report by uploading documents such as offer letters, equity grants, non-competes, and severance agreements. The report explains employees' offer and exit documents in plain language, ranks their terms on a proprietary employee-favorability scale, and benchmarks them against a growing dataset of agreements for similarly situated professionals,

providing clients with a data-driven view of where they stand before deciding whether to hire a lawyer.

Sanjay Kamlani, Co-Founder, explained that FairPlay Law combines real employment lawyers and the power of AI to give employees efficient and cost-effective access to data and counsel. “There are more than 65 million professionals employed in the United States. Even the savviest will tell you they accepted the terms of an offer or dealt with a termination without sufficient legal counsel—because they couldn’t find a lawyer or couldn’t afford the one they found. FairPlay gives employees visibility so that by the time they talk to one of our lawyers, they already know where they stand, and they can negotiate from a position of strength.”

“We’ve spent our careers on the other side of the table as general counsel, in-house employment lawyers, and at AmLaw firms representing the world’s largest employers,” said David Perla, Co-Founder, whose in-house career includes serving as Vice President, Legal & Business Affairs, at Monster.com, at the time the largest employment website in the world. “That experience means we read these agreements the way the company's own lawyers do. We're putting that fluency to work for the professional, so both sides are negotiating from the same information.”



David Perla, Co-Founder, FairPlay Law



Sanjay Kamlani, Co-Founder, FairPlay Law

Darah M. Okeke, Partner and Employment Practice Leader, is an experienced employment lawyer who has spent much of her career on the employment law teams at Etsy, Twitter, and Uber. "Most people never contact an

employment lawyer before accepting an offer or signing a separation agreement," Okeke said. "So, when they're told an agreement is 'standard' or 'non-negotiable,' they just sign it. No questions asked. But the truth is, not every term is standard and almost nothing is non-negotiable."

FairPlay is a trusted referral partner for leading law firms

FairPlay also offers lawyers at large law firms a solution to a familiar problem: FairPlay is built to be a trusted referral partner for lawyers conflicted out of representing employees in disputes or negotiations involving companies that are current or prospective clients of the firm.

FairPlay Co-Founders Kamlani, currently a strategic innovation advisor at Holland & Knight, and Perla, currently Vice Chair at Burford Capital, have spent their careers working inside and alongside AmLaw firms and corporate legal departments, giving them first-hand insight into how firms and companies assess conflicts, evaluate employment agreements, and handle sensitive matters. They built FairPlay to bring that institutional fluency to the individual and serve as a referral partner that understands how large firms operate, that moves with data and speed, and that represents each client with the same seriousness a large firm brings to its own matters.

FairPlay is supported by FairPlay Global, Inc., a technology and MSO backed by outside capital, providing the firm with the resources to invest in technology and expand its legal team as demand grows. FairPlay offers published flat fees for defined scopes of work rather than traditional hourly billing.

FairPlay Law attorneys are admitted in New York, Maryland, and the District of Columbia; California matters are handled with licensed California co-counsel. The firm is adding attorneys and co-counsel relationships state by state.

Employees, professionals, and referring attorneys can reach FairPlay at (877) 811-FAIR or www.fairplay.law.

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About FairPlay Law
FairPlay Law, PLLC is an AI-native employment law firm representing employees, executives, founders, and independent professionals in offer and exit negotiations and representation and workplace disputes. The firm was co-founded by Sanjay Kamlani and David Perla, who previously built and sold Pangea3, a Sequoia Capital-backed legal-services company acquired by Thomson Reuters. FairPlay pairs employee-side attorney representation with FairPlay Analytics, a data platform that benchmarks employment agreements against a proprietary dataset of private professional agreements. FairPlay Global, Inc. is the technology and managed-services organization affiliated with the firm. FairPlay Law and FairPlay Global, Inc. do business under the common name "FairPlay." The firm is headquartered in New York City. Learn more at

www.fairplay.law and www.fairplayglobal.ai.

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David Perla
FairPlay Law, PLLC
David.Perla@FairPlay.Law
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