



Suhas Bhairav

AI Contractor SOW Compliance Checker

Automates freelancer SOW reviews against local labor rules to reduce fines.

Scale SOW risk checks with AI while preserving essential human review.

Suhas Bhairav

suhasbhairav.com

What to Automate, What to Review

Define the SOW data fields to extract and classify deliverables, milestones, payment terms, and governing law. Distinguish what can be automated vs. what requires human review.

Key move Route high-risk SOWs to HR or Legal within 24 hours.

PRACTICAL CHECKLIST

- 01** Map SOW data fields: deliverables, milestones, payment terms, party details, governing law, and rights.
- 02** Use OCR/AI to extract key fields from PDFs and textual SOWs.
- 03** Build a rule-base to cross-check classification against jurisdiction rules.
- 04** Create a risk scoring system with low/med/high thresholds.
- 05** Flag ambiguous clauses for human review rather than auto-approving.
- 06** Define data governance: access, retention, and audit logs.
- 07** Establish a simple pilot with 2-5 SOWs to validate flow.

Suhas Bhairav AI Resource

Scale SOW risk checks with AI while preserving essential human review.

Data, Models, and Tools Needed

Define the data you need to collect from SOWs, vendors, and jurisdiction rules. Explain how AI, RPA, and human-in-the-loop components interact.

Key move Version control rules; update quarterly, test against known SOWs.

PRACTICAL CHECKLIST

- 01** Capture fields: deliverables, milestones, compensation terms, governing law, termination, and substitution rights.
- 02** Maintain a living rule library of jurisdiction classifications and updates.
- 03** Use AI to extract fields, with explicit prompts and explainable outputs.
- 04** Integrate with HRIS/contract systems; enforce access controls and audit trails.
- 05** Establish model/data versioning and change logs for compliance.
- 06** Plan a lightweight pilot with 2-3 SOWs to validate flow.
- 07** Prepare a privacy and data-handling policy for vendor data.

Suhas Bhairav AI Resource

Scale SOW risk checks with AI while preserving essential human review.

Adoption Plan, Governance, and Metrics

Outline weekly milestones for the next 4 weeks; assign ownership to HR Ops, Legal, and IT. Establish KPIs: time-to-review, misclassification rate, and audit findings.

Key move Ensure high-risk flags trigger human review within SLA.

PRACTICAL CHECKLIST

- 01** Week 1: Inventory SOW templates, fields, and jurisdiction rules; establish data collection baseline.
- 02** Week 2: Implement AI extraction, baseline checks, risk scoring; keep human-in-the-loop.
- 03** Week 3: Pilot on 5-10 SOWs; compare AI flags with human reviews; refine thresholds.
- 04** Week 4: Deploy routing, escalation, governance; document approvals.
- 05** Guardrails: High-risk items require human review; do not auto-approve.
- 06** Metrics & ownership: Track misclassification rate, time-to-review; assign HR Ops as system owner.

Suhas Bhairav AI Resource

Scale SOW risk checks with AI while preserving essential human review.

ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

WEBSITE

suhasbhairav.com

EMAIL

suhasbhairav@gmail.com