**Question 2.1**

Describe a situation or problem from your job, everyday life, current events, etc., for which a classification model would be appropriate. List some (up to 5) predictors that you might use.

# Problem Statement:

I work in a Transportation industry where Crew is entitled to FMLA

# ****About FMLA:****

# The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

# Challenges:

However, we noticed that during major work assignment or depending on the seasonality, there has been peak FMLA usage (close to holiday season) which raised the concern of abuse of FMLA.

Classification model is best suited for this scenario to go through a screening process to understand a potential FMLA Abuse or NOT whenever the employee applies for FMLA before Approving and settling a FMLA request.

# Predictors:

1. Is the FMLA Application submitted closed to a weekend?
2. Is the FMLA Application submitted closed to long weekend/national holidays?
3. # of past 5 FMLA request submitted that are near a weekend or National holiday
4. Has the employee associated to a major/critical assignment during FMLA submission?
5. No of major/critical tasks assigned to a employees in the past “x” years
6. % of vacation close to a weekend vs. % of FMLA request closed to weekend