PREDISTRIBUTION INITIATIVE

# The Predistribution AI Lab

*Bipartisan, ownership-based policy solutions for the AI transition*

## ABOUT PDI

The Predistribution Initiative (PDI) is a multistakeholder, nonpartisan nonprofit working across sectors and geographies to build broad-based prosperity and reduce economic inequality through capital markets reforms. Founded in 2019 by veteran finance professionals, PDI works directly with investors and their stakeholders to change how investment decisions are made - so that markets build wealth for everyone.

## THE PREDISTRIBUTION AI LAB

The **Predistribution AI Lab** is a new PDI initiative advancing bipartisan policy solutions to the economic dislocation caused by AI and automation. The Lab's core idea is **predistribution in AI**: ensuring the wealth and governance gains from AI are shared up front with the American workers, communities, and creators who help build that value — not just investors and executives at AI companies. Rather than relying on top-down fixes like universal basic income or a sovereign wealth fund, it promotes decentralized, employee-ownership-style models that give households real equity and a voice while preserving their independence.

**Beyond Ghost GDP: Who Owns Our Future?** *A Predistributive Blueprint for the AI Transition*

In June 2026, the Lab released a three-paper series examining the potential economic harm to American workers, creators, and communities from accelerating AI adoption. Beyond displacing many white-collar and knowledge-economy workers, this disruption carries knock-on effects across the broader economy and financial markets. PDI is focused on ensuring the mistakes of the past — such as the harm done to Americans by outsourcing and manufacturing decline — are not repeated in the AI revolution.

***"Americans don't want a check from the government - they want an ownership stake in the future."***

## PREDISTRIBUTION & OWNERSHIP AS THE FOUNDATION

Predistribution fixes how income, wealth, and decision-making power are shared ***from the outset***, rather than relying only on after-the-fact taxes and transfers. It sustains the U.S. tax base, preserves household agency of Americans, and doesn't depend on each political cycle to survive. PDI's recommendations are market-strengthening structural reforms — broad ownership, dignity, agency, and fair compensation for value created, paired with strong governance — that draw support across the political spectrum.

## *CORE CONCEPT*: BROAD-BASED EQUITY COMPENSATION (BEC)

Give workers, communities, and content creators an ownership stake in AI companies, companies adopting AI, infrastructure like power plants and data centers, and natural resource projects — not just cash — through a flexible three-pillar structure:

### 1 Current Income

Cash distributions via revenue-sharing, profit-sharing, or dividends to meet immediate needs.

### 2 Equity Participation

A real stake in the appreciating value of the enterprises stakeholders help build, thereby aligning incentives for success and reducing economic inequality. *Similar to how employee ownership models have worked in private equity deals.*

### 3 Diversified, Portable Investment Accounts

Individually owned accounts (modeled on 401(k)/TSP) that follow Americans across jobs and prevent any single trust from concentrating power — i.e. Americans could not sign away their long-term rights, and markets remain diversified and dynamic.

## STAKEHOLDER PARTICIPATION = REGULAR AMERICANS HAVE A VOICE

Extend the voice of American citizens into the boardrooms where AI and deployment decisions are made - through board seats, advisory councils, works councils, or similar mechanisms drawing on established international models. The case extends beyond fairness to risk management and identification of opportunities: more perspectives surface blind spots and safety issues earlier, and better understanding can create comfort and innovation with the rapidly advancing technology.

## AMERICANS THAT COULD BENEFIT FROM AI PREDISTRIBUTION POLICIES

### Workers Across the Economy

Not just at AI firms, but anywhere AI affects livelihoods — covering employees, contractors, and gig workers alike.

### Communities Hosting Infrastructure

Data centers, power, and resource projects — via equity and governance voice rather than one-time benefit payments.

### Content Creators

Those whose work trains AI — compensated through a sector-level trust, without requiring individual litigation.