

STANDARD RETAINERS AND PAYMENT PLANS

These are the standard retainers that clients typically pay out of pocket for full representation per phase to be applied toward billable hours and costs. *Payment plans are also available.*

Informal EEO Stage:

- EEO Counseling stage: \$400.
- Mediation/Alternative Dispute Resolution (ADR): \$1,600 per day of mediation.

Formal Complaint and EEO Investigation Stage: \$2,100.¹

Discovery/Motions Stage:

- Discovery, motions, status conferences, litigation: \$7,500.²
- Response to Defendant's Motion for Summary Judgment: \$2,400.
- Depositions: \$2,400 per day (+ court reporter fees and/or transcript costs).
- Mediations/ADR: \$1,600 per day of mediation.

Trial:

- Pretrial deadlines after summary judgment phase. \$2400.³
- Trial: \$6,500.⁴
- Each additional day of trial: \$3200.

Damages/Remedies Hearing: \$5,000.⁵

Appeal: \$800-\$5,000.⁶

**Paying ahead is encouraged. Advanced payments are typically set aside in the trust account to be credited toward future work or otherwise to be applied toward billable hour balance.*

** If you win your case, you may receive full or partial reimbursement for fees you paid.*

¹ **Payment Plan:** 1/2 to file the formal complaint, and 1/2 when the investigator is assigned.

² **Payment Plan:** \$2500 down with the remainder to be paid (monthly payment plan available) prior to the close of discovery period. This retainer typically covers status conferences with the judge, motions/pleadings, written discovery, and similar issues prior to the summary judgment phase.

³ This typically covers submitting a witness list, exhibits list and exhibits, complying with judge's deadlines for submissions prior to a trial, attending pretrial conferences and other deadlines and events that occur after the summary judgment phase where a trial is imminent.

⁴ This retainer typically covers a full day of preparing for the trial and attending a full day of trial.

⁵ If the judge bifurcates (splits) your trial between liability and damages (money and remedies), then you have to win your case first before having a separate hearing on damages/remedies.

⁶ The price of the appeal depends on what is being appealed, how much work is involved, and whether to streamline the appeal. Representation does not typically include appeals unless the firm specifically agrees in writing to appeal.