

STANDARD RETAINERS AND PAYMENT PLANS

These are the standard fees that clients pay out of pocket for full representation per phase. For affordability, these fees are typically only a fraction of what is billed hourly under the contract. We usually defer our hourly balances (the difference between what is billed and what you pay out of pocket) to be collected in a settlement or award. *Payment plans are also available.*

Informal EEO Stage: \$400.

-Mediation/Alternative Dispute Resolution (ADR): \$1,200 per day.

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

Pretrial/Discovery/Motions Stage: \$7,500.²

-Response to Defendant's Motion for Summary Judgment: \$2,400.

-Depositions: \$1,500 per day (+ court reporter fees and/or transcript costs).

-Mediations: \$1,200 per day.

Trial/Hearing: \$5,000.³

-If second day of trial: additional \$2,500.

-If third day of trial: additional \$1,500.

Damages/Remedies Hearing: \$3,500.⁴

Appeal: \$600-\$5,000.⁵

**Paying ahead is encouraged. Advanced payments are typically credited toward future work.*

** Fees may vary by case. Your retainer agreement will have your specific terms.*

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

**Payment plans listed below are flexible, as needed.*

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. This fee covers pretrial conferences, motions/pleadings, and written discovery.

³ **Payment Plan:** 1/2 down for trial preparation, and 1/2 prior to the trial date.

⁴ 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.

⁵ **Payment Plan:** 1/2 down to file appeal and 1/2 within 15 days to file the argument in support of appeal. The price of the appeal depends on what is being appealed and how much work is involved. Typical representation does not include an appeal unless the firm is retained specifically for an appeal in writing.