

Fee Schedule (2026)

Unless otherwise agreed in writing, the following rates and policies apply to mediations administered by Gillette Legal Services, PLLC d/b/a Gillette Mediation ("Gillette Mediation"). Fees are typically shared equally between the parties unless counsel agree to a different allocation in advance or during mediation.

1. Mediation Rates

Two Party Mediation

Service	Rate	Description
Half Day	\$2,000 per side	Up to 4 hours. Includes review of submissions, reasonable pre-session calls with counsel, and standard same-day/next-day follow-up to confirm terms.
Full Day	\$3,500 per side	Up to 8 hours. Includes preparation, review of submissions, coordination with counsel in advance, and standard follow-up to document settlement.
Overage/Additional	\$400/hr per side	Applies to time beyond the scheduled block and to extended post-session negotiation or drafting at the parties' request.

Multi-Party Mediation (3+ separately represented parties)

Service	Rate	Description
Half Day (3+)	\$1,900 per side	Up to 4 hours. Rate is per represented side. Reflects additional caucus management and shuttle time.
Full Day (3+)	\$3,300 per side	Up to 8 hours. Rate is per represented side. Includes pre-session coordination with multiple counsel.
Overage/Additional	\$400/hr per side	Additional caucus time, after-hours negotiation, or continuation sessions requested by counsel.

"Per side" means each separately represented party or group of parties. For example, in an employment case with one plaintiff and one employer, there are two sides. In a case with one plaintiff and three defendants, each with separate counsel, there are four sides.

2. Invoicing and Responsibility for Payment

Consistent with professional custom, counsel of record are responsible for timely payment of mediation fees incurred on behalf of their clients. Mediation services are not provided on a contingent basis.

A signed fee agreement must be on file prior to the mediation date. Fees may be requested as a pre-session deposit and are otherwise due within forty-five (45) days of invoice unless otherwise agreed in writing.

The obligation to pay applies regardless of whether the case settles.

3. Cancellation and Rescheduling

Once confirmed, the mediator's time is reserved for the parties. The following charges apply if a confirmed session is cancelled or rescheduled:



Timing	Charge	Details
6-10 business days	50%	Applies to the reserved block (half day or full day) and is billed as if the session had occurred.
< 5 business days	100%	The full fee is due. This reflects the fact that the mediator cannot rebook that time on short notice.

If the session is rescheduled and completed promptly, some or all of the charge may be credited at Gillette Mediation's discretion.

4. Location, Travel, and Facilities

Mediation may be conducted virtually or in person.

- **Virtual mediation:** Gillette Mediation will host a secure videoconference and manage confidential breakout rooms for each side.
- **Local in-person mediation (greater Seattle area):** Billed at the standard rates above.
- **Non-local travel / special venue:** Travel time, mileage/airfare, lodging (if required), and any conference room rental will be billed to the parties at actual cost and/or the \$500/hour additional-time rate.

5. Post-Session Follow-Up

If the parties are close to resolution, the mediator may continue working with counsel after the scheduled session to finalize terms. Reasonable wrap-up is included in the stated Mediation Rate.

Ongoing negotiation, additional caucus calls, or drafting support beyond that scope may be billed at **\$400 per hour (per side)**, typically shared unless the parties agree otherwise.

6. Updates to Fee Schedule

Gillette Mediation may update this Fee Schedule at any time without prior notice. Unless otherwise agreed in writing, the version in effect at the time the mediation is confirmed will apply.

Business days means Monday through Friday, excluding federal holidays.