



# Amy L. Gaffney, Esq.

MEDIATOR, EARLY NEUTRAL EVALUATOR, FACT FINDER

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## RATES

### HOURLY BILLING RATE

A fee schedule is maintained online to ensure the most current information is always available. Please visit [gaffneymediation.com](http://gaffneymediation.com) for up-to-date rate information. To avoid confusion, I define a “party” as all parties who are represented by the same counsel.

### MINIMUM MEDIATION FEE

If the mediation is cancelled or rescheduled less than 72 hours (Monday-Friday) prior to the scheduled session, each party will be billed for their portion of the minimum fee. Please keep in mind, my cancellation policy is meant to fairly compensate me for reserving the time scheduled for this mediation which I typically cannot fill in less than 72 hours.

### CANCELATION POLICY

If a mediation needs to be canceled or rescheduled for any reason, notice must be provided via email by the deadline outlined in the confirmation email. To maintain neutrality, each party will be billed for their portion of the applicable minimum fee. This policy helps ensure fair compensation for reserved time that typically cannot be rebooked on short notice.

### BILLING MATTERS

For a half-day mediation (four hours or less), the minimum fee is four (4) hours, inclusive of all pre- and post-mediation activity.

For a full-day mediation (scheduled for more than four hours), parties will be charged based on the actual hours spent mediating, with no additional fees for pre- or post-mediation time.

*Continued on pg. 2.*

## EDUCATION

BACHELOR OF ARTS DEGREE –  
Communication, General  
Queens College (now Queens  
University of Charlotte), Magna Cum  
Laude, 1991

JURIS DOCTOR DEGREE  
University of South Carolina School of  
Law, 1994

## MEDIATION EXPERIENCE

Sexual Orientation Discrimination  
Equal Pay  
Harassment  
Loss of Consortium  
Personal Injury  
Premises Liability  
Civil Rights Violations

When mediation sessions are held outside the Charleston, South Carolina area, a travel fee of the current hourly rate, per hour, will apply to cover time and mileage. The total fee will be based on the round-trip travel time between Charleston and the mediation location.

#### PAYMENT TERMS

Each party will be billed separately for its portion of the mediation fee, unless alternative arrangements have been agreed upon in advance. Payment is due upon receipt and should be submitted in accordance with the invoice instructions.

Mediations are scheduled based on the professional relationship with counsel. Mediation engagements are considered to be with both counsel and their clients, jointly and severally, and counsel is financially responsible for ensuring timely payment of all fees.

In the event of delayed or non-payment, the office reserves the right to take appropriate action to collect fees, including filing motions with the presiding court. Additionally, by scheduling a mediation, counsel and client agree that the office is entitled to recover all associated collection costs, including reasonable attorneys' fees.

## **BIOGRAPHICAL INFO**

Amy Gaffney is the founder of Gaffney Mediation, a solo practice dedicated exclusively to helping parties resolve disputes through thoughtful, efficient, and practical mediation. With nearly 30 years of legal experience, she has presided over hundreds of mediations in both state and federal courts, guiding resolution in cases spanning employment, contract, tort, and civil rights matters.

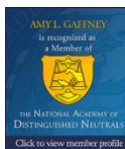
A certified mediator since 1995, Amy has played a key role in the growth of mediation in South Carolina—long before it became mandatory statewide. She is a member of the National Academy of Distinguished Neutrals and is recognized by Best Lawyers in America in Employment Law and Litigation (since 2012), receiving Lawyer of the Year honors in 2019. She also holds an AV Preeminent Peer Rating from Martindale-Hubbell, reflecting the highest standards of legal excellence and ethical conduct.

Before founding Gaffney Mediation, Amy was a founding partner of GaffneyLewis, LLC—one of South Carolina's only women-owned, ethnically diverse law firms certified by the Women's Business Enterprise National Council. As a litigator, she was widely regarded as one of the top employment attorneys in the region, representing clients in a range of matters including collective actions, workplace discrimination, harassment, wage disputes, personal injury and civil rights claims.

Amy's mediation approach is grounded in clear communication, legal insight, and a deep commitment to neutrality and resolution. Drawing from her experience on both the plaintiff and defense sides, she helps parties find common ground and move forward with confidence.

## MEMBERSHIPS & RECOGNITIONS

Member, National Academy of  
Distinguished Neutrals  
Member, American Board of Trial Advocates  
South Carolina Super Lawyers  
Martindale-Hubbell – AV Rating  
Best Lawyers in America 2025  
Legal Elite of the Midlands



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