



# FRANK STEINBERG'S GUIDE TO LEGAL SERVICES

Written and Published as an Educational Service by

**FRANK STEINBERG**  
BUSINESS & TRIAL LAWYER

*Helping Entrepreneurs and Professionals  
Solve Problems ... Reduce Risk ... Seize Opportunities ... and Increase Profits*

Providing Legal Services for 32 Years to  
Business Owners and Residents  
in the Areas of

- ❖ Employment Law & Litigation
- ❖ Commercial Litigation
- ❖ Aviation Law
- ❖ Sports Law
- ❖ General Business Law
- ❖ State & Federal Trials and Appeals

Hundreds of clients have hired Frank Steinberg over the past 32 years partly because of

## Frank Steinberg's 11-Part Client Services Guarantee

When you hire my services, I promise you will receive...

- 1. Close Personal Attention.** I promise I will answer all your questions, meet with you as often as you wish, and do everything possible to treat you the way I like to be treated when I'm the client.
- 2. Immediate Access.** If I'm in the office and available when you call, I promise I will speak with you immediately. If I'm out of the office or with a client, I will return your call as soon as possible.
- 3. Prompt Return Calls.** I promise I will make every effort to return your phone calls promptly. If I am tied up and can't return your call, I'll ask my legal assistant or secretary to call you and set a time for our telephone appointment.
- 4. Quick Response to Your Requests.** Whenever you need something from my office, please don't hesitate to call. If I'm not available at that moment, feel free to ask my legal assistant or secretary to help you. If they cannot fulfill your request, I'll handle it for you as soon as I'm available.
- 5. Confidential Service.** I promise I will provide all of your legal services myself. I will not delegate your work to a junior attorney or paralegal. This way you get the full benefit of my 32 years of experience.
- 6. Convenient Appointments.** I promise to set your appointment at a time that is convenient for you.
- 7. Fair and Reasonable Fees.** When you hire my services, you are not paying for a penthouse suite of offices or a huge support staff of secretaries and assistants. I keep close watch on my overhead and regularly monitor my fees to make sure they are fair and reasonable for both of us. The best lawyer-client relationship is when both you and I are happy. I promise to work with you to that end.
- 8. Current Knowledge.** I work hard to maintain the highest level of knowledge in the areas of law in which I practice. I eagerly attend continuing education classes, seminars and workshops.
- 9. Competent Services.** The seminars and workshops I attend allow me to provide you with the latest information, most effective techniques, and most efficient methods so you receive the full legal protection the law allows.
- 10. Value in Every Respect.** My goal is to make sure you feel the value you receive from me is always greater than the fee you pay. So while I can't guarantee my fees will always be low, I can guarantee they will always be fair. I want you to receive more value from me than any other lawyer you know. And I'll work hard to make sure you do.
- 11. More Than You Expect.** If you think of some way I can provide you with better service, or better meet your needs, please tell me how. Even though we work together on your legal matters, still, I'm not a mind reader. If you have something troubling you -- or if you have a concern or a problem -- please discuss it with me. If I can help you, I will. And if I can't help you, I may know someone who can. A good lawyer-client relationship deals with all types of problems, not just legal problems. So if something crosses your mind and you want my input, I'll be happy to help.

# Steinberg Law, LLC Practice Areas

## ❖ Clientele \_\_\_\_\_

Corporations, LLC's, partnerships, sole proprietorships, not-for-profit entities, and individuals.

## ❖ Industries Commonly Represented \_\_\_\_\_

A wide variety, but we have particular experience with professional practices (accounting, health care, and legal), aviation, sports and entertainment, and food service and hospitality. We also have particular experience representing individuals who have been sued individually in employment discrimination or sexual harassment cases, and who are not being defended by their employer.

## ❖ Business and Commercial Services \_\_\_\_\_

Formation of corporations, LLC's, partnerships ❖ Business purchases and sales ❖ Non-compete, non-disclosure and non-solicitation agreements ❖ Contracts.

## ❖ Employment Law \_\_\_\_\_

We work with both management and employees on a full range of employment law matters. These include ❖ Employment contracts ❖ Policies and handbooks ❖ Discrimination issues ❖ Disability and leave issues ❖ FMLA ❖ Sexual harassment, including investigations and training ❖ Wrongful termination ❖ Wage & hour and wage payment issues ❖ Whistleblower claims ❖ Severance agreements and negotiations ❖ Employer advice.

## ❖ Employment Litigation on Behalf of Management and Employees \_\_\_\_\_

All employment cases, including trials and appeals of the following: Discrimination, including gender, age, race, disability and more ❖ Whistleblower ❖ Sexual harassment ❖ Restrictive covenant cases, including non-compete cases ❖ FMLA ❖ Retaliation ❖ Wrongful termination ❖ Employment torts, such as defamation, intentional infliction of emotional distress, and more ❖ ERISA and benefits litigation.

## ❖ Aviation Law \_\_\_\_\_

FAA enforcement proceedings, and related NTSB matters ❖ Representation of airports in all aspects of federal, state and local law and regulation, particularly in dealing with community noise complaints ❖ Representation of airmen.

## ❖ Sports Law \_\_\_\_\_

Representation of college athletic conferences ❖ Contracts, including media, broadcast, and advertising contracts ❖ Coaches' contracts.

## ❖ General Business and Commercial Litigation \_\_\_\_\_

Contract litigation ❖ Business fraud ❖ Insurance ❖ Trademark and unfair competition ❖ Consumer Fraud Act cases ❖ Trust and estate litigation ❖ Non-compete agreements ❖ Shareholder disputes and business dissolution cases ❖ Collections ❖ Bankruptcy and debtor/creditor matters ❖ State and Federal trials and appeals.

# Read How Respected Trial Lawyer Frank Steinberg Helped These Business Owners and Executives in Delicate, Difficult Situations

## **“Frank has always been the picture perfect image of what every attorney should be.”**

Frank always makes me feel like I am the most important client in his practice. Yet at no point was that true. At the time we met, I was a small start-up company. When many people hear “small start-up,” their behavior changes. I never experienced that with Frank.

Of every attorney I’ve worked with -- and I’ve worked with tons -- Frank is the only attorney who never acted like the traditional attorney. Frank was completely honest, factual -- good or bad -- and never compromised his integrity. Frank has always been the picture perfect image of what every attorney should be. He is a really, really good man. My wife had occasion to work with Frank and she feels the same.

One more difference about Frank surprised me: Frank has the ability to adapt to every situation, even situations that are not aligned with his areas of expertise. No matter what subject I gave him, Frank became an expert in that area. Frank is a quick study and, to his credit, never said I’m not comfortable exploring that -- or that he was not experienced counseling on that subject. What’s more, Frank represented me just as well in those areas as someone in that field.

Frank’s law firm caters well to businesses with between 50 and 100 employees. I know from personal experience that Frank’s law firm makes a small business look, feel and act bigger.

Will I continue to refer friends to Frank? Absolutely, as I have for years!

**Kevin Harrigan  
Flemington, New Jersey**

## **“Frank gave one of my clients sound, practical advice, including not pursuing litigation.”**

I’ve known Frank for 30 years. He’s a gentleman and a delight to work with -- and he has a great sense of humor. I had a situation where one of my accounting clients made a mistake. Frank helped negotiate a good resolution and gave sound, practical advice, including not pursuing litigation because the upside wasn’t there. Frank is my tax client and I am Frank’s corporate client. I have referred clients and colleagues to Frank -- and will continue to refer in the future.

**Kal Barson, CPA  
Barson Group  
Somerville, New Jersey**

## **“Frank is fair, honest, straightforward...and very sharp in his knowledge of the law.”**

Frank Steinberg is the greatest attorney on Earth. He is fair, honest, straightforward and speaks in simple language, no legal mumbo-jumbo. He’s not your typical attorney. That’s why I like him.

Frank is a normal, down-to-earth guy, whom I’ve known for 20 years. We got to know each other from a real estate deal. Then he was instrumental in helping me with business situations and contract problems. Frank is extremely helpful and he has always been there for me.

Frank is very sharp in his knowledge of the law. He gives good advice. In addition, he's considerate of his clients and provides excellent service. He's not just out there to make a buck.

I've never felt like I wasn't important to Frank. He always had time for me; he never rushed. When talking with Frank, I was his most important client. He's unassuming, not arrogant. In fact, you might be fooled by his demeanor into thinking he isn't as good as he is. Frank is disarming in his approach -- and more talented than he comes across. He's tough and aggressive when he needs to be; otherwise, he's calm and reserved.

When a friend needs a lawyer in Frank's areas of expertise, I refer him to Frank. If his need is in another area of the law, I still refer him to Frank, who refers them to a competent, capable lawyer with the skills he needs.

Frank is accessible, friendly and congenial. He has always accomplished what I've asked him to do. Frank is almost like a member of the family. I get a warm feeling working with Frank.

**Richard Simberg**  
**320 Enterprises, Inc. dba Phones & More**  
**Flemington, New Jersey**

**“Frank was very adept at dealing with the legal issues and was very comforting.”**

Frank is a very personable guy who puts you at ease and makes you feel good about your situation. Usually when you need a lawyer, you've got a problem. I was very depressed about my situation. Frank was able to see it for what it was and came up with a number of options. One panned out very well, which relieved me of a great deal of stress and anxiety. I had not had much experience with lawyers. In fact, this was the first time I had to defend myself in this way. Frank was very adept at dealing with the legal issues and, almost as important, he took the burden off of me. Frank was very comforting. I certainly refer friends and colleagues to Frank.

**Bruce Cobb**  
**Sr. Vice President, (Large Financial Institution)**  
**Weehawken, Rutherford & Englewood Cliffs, New Jersey**

**“Frank is a great attorney and he knows his stuff. I could not have been more pleased.”**

Frank Steinberg is very lovely, lovely man, just in who he is. He has wonderful karma. Frank is very kind and interested in helping people. I met Frank at a networking event when I was with the American Red Cross. He gave me suggestions about how to connect with companies. Frank is very intelligent and interested in his work, and the world in general. When I had a legal situation, I consulted with Frank and he was wonderful. Frank got back to me right away. He answered all my questions and was supportive, available and very reassuring -- everything you'd want from a lawyer. He is a great attorney and he knows his stuff. Frank is easy to work with and easy to talk to. Plus he's a very funny person and has a great sense of humor. I can't recommend Frank enough. I think he's great -- and could not have been more pleased.

**Fay Reiter**  
**Princeton, New Jersey**

**“Frank treats me the way I want to be treated by a lawyer. What a refreshing experience!”**

After years of dealing with lawyers for a multitude of personal and business problems, Frank is the first lawyer I have met who cares about *me* and what it is I need. I believe my success in business is because I sincerely care about my clients. Frank has the exact same attitude. To a T.

I researched extensively on the web and made several phone interviews with lawyers -- all with a sense of “here we go again”.

Fortuitously, I spotted Frank’s blog when I googled “employment lawyers, New Jersey” I liked his comments on articles of interest. He wrote “to the people, for the people”. Read it yourself and see what I mean. <http://employment.lawfirmnewjersey.com/>

I researched further on the web to see what else I could find out about him. The fact that aviation law was part of his expertise tipped me into making a call to his office. (Aviation is my hobby although I do not have a pilot’s license.)

We spoke for about 20 minutes or more and when I hung up, I was elated. First time ever I got off the phone with a lawyer and still had a smile on my face. No complaints AT ALL. After offering to come to my place of business for the initial interview (so he could see MY workplace) we set up to meet at his office.

He listens patiently, exudes a desire to help and works diligently to accomplish the intended goal. There is a sense we are working together, not simply a contractual lawyer/client relationship.

May I say regretfully, I have never been happy to pay any of the lawyers I have dealt with in the past? On the other hand, Frank is the first lawyer I have hired who deserves his fee. It is a pleasure to pay him, as I know the advice is based on his desire to protect me and advise wisely. I trust him. As I have never trusted before.

He answers my phone calls, he replies to my emails, he allows me to contribute suggestions and he has a desire to keep things efficient and simple. These are the basics of excellent customer service and Frank lives them every time we communicate.

One more thing. He advises both employees and employers. Initially, I thought that would be a problem -- in retrospect, I do believe Frank has a distinct advantage. He understands both sides -- and whatever your needs may be, he is well positioned to understand the psyche of both parties. So critical when it comes to employment law.

I would be happy to refer him to anyone who is in need of his fields of expertise -- Employment and Aviation Law.

Please contact me by email with a return phone number. I will get back to you quickly.

**Abie Ross**  
**Owner of Spring Promotions**  
**[abie @springpromotions.com](mailto:abie@springpromotions.com)**

## MEET FRANKLYN C. STEINBERG, III



**Mr. Steinberg** is the founder and principal of Steinberg Law, LLC. He has practiced law in New Jersey for 32 years.

**Practice Areas:** Mr. Steinberg represents clients in matters relating to Professional Practices; Business Formation, Purchases and Sales; Commercial Litigation; Employment Law and Litigation; Aviation Law; Sports Law; General Business Law; and state and federal trials and appeals.

**Legal Experience:** Mr. Steinberg began his legal career as a law clerk to the Hon. Frederick B. Lacey, one of the most distinguished trial judges of the United States District Court for the District of New Jersey. He received his early training as a trial lawyer at a prestigious New Jersey law firm. After achieving partnership status at another established New Jersey firm, he decided to put his experience to work in his own law practice.

**Education:** In 1974, Mr. Steinberg graduated *magna cum laude* from Denison University (Granville, Ohio).

And in 1977, he received his law degree from Seton Hall University School of Law (Newark, New Jersey), where he also served as Managing Editor of the Seton Hall Legislative Bureau.

**Trial Experience:** Over the past 32 years, Mr. Steinberg has litigated hundreds of complex matters before the State and Federal courts. His extensive trial experience spans a wide range of cases. He has litigated both jury and non-jury trials and has argued appellate matters in the U.S. Third Federal Circuit Court of Appeals, the Superior Court of New Jersey, Appellate Division, and the Supreme Court of New Jersey. Mr. Steinberg serves as local counsel for out-of-state firms in federal litigations. Also, he frequently represents clients in mediation and arbitration proceedings.

**Court Admissions & Professional Memberships:** He is admitted to practice before the Supreme Court of New Jersey (1977), the United States District Court for the District of New Jersey (1977) and the United States Court of Appeals for the Third Circuit (1978). Mr. Steinberg is a member of the American Association for Justice, the Mid-Atlantic Aviation Coalition, the Lawyer-Pilot's Bar Association and the Aircraft Owner's and Pilot's Association.

**Employment Law:** In addition to litigation, a significant area of focus for Mr. Steinberg is employment law. He often represents executives and individuals in employment disputes involving *Fortune 500* companies. Many of these matters have been resolved through his successful negotiation of separation agreements that provided for substantial compensation packages.

**Aviation Law:** An avid pilot for more than 30 years who holds a commercial license, Mr. Steinberg also actively practices in the area of aviation law. He also counsels the Firm's business clients.

**Civic Service:** For the past 20 years, Mr. Steinberg has been involved in the Somerset County Business Partnership. This year he serves as Chair of its Board of Directors. In addition, Mr. Steinberg teaches Sports Law in Seton Hall University's Stillman School of Business. He has been a featured speaker for the New Jersey Institute for Continuing Legal Education and various professional groups.

## You're Invited to Call or E-mail.

"If you have questions about any aspect of business law, commercial litigation, employment law, aviation law, sports law, or state or federal trials and appeals -- please don't hesitate to call. I'll be happy to help you in every way!" -- *Frank*

### FRANK STEINBERG BUSINESS & TRIAL LAWYER

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Solve Problems ... Reduce Risk ... Seize Opportunities ... Increase Profits*

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New Jersey Employment Law Blog  
<http://employment.lawfirmnewjersey.com/>

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