

Frank A. Custode

Partner and Chair of Employment Practice

(973) 852-3229



Practice Area

- Employment Law
- Business and Commercial Litigation

Bar Admission

- New Jersey, 2000
- New York, 2001
- U.S. District Court District of New Jersey, 2000
- U.S. District Court Southern District of New York, 2005
- U.S. District Court Eastern District of New York, 2005
- U.S. Court of Appeals 3rd Circuit, 2012

Honors

- New Jersey Super Lawyers
- Rising Stars, New Jersey Super Lawyers

Professional Association

- National Employment Lawyers Association
– New Jersey
- New Jersey State Bar Association,
Labor and Employment Law Section

Frank A. Custode is a Partner and Chair of the firm's Employment Practice. Frank balances strong advocacy with a narrowly tailored strategic and practical approach to achieve his clients' objectives in a direct and responsive manner. Frank focuses his practice on the representation of employees in employment law matters including cases involving employment discrimination, wrongful termination, harassment and hostile work environment, unlawful retaliation and whistleblower claims, family and medical leaves of absence, workplace accommodations, and breach of restrictive covenants. His practice includes providing counseling to employees on workplace-related issues and negotiating all types of employment-related agreements on behalf of employees including employment agreements, non-compete agreements, and severance agreements.

Frank also provides general employment law services for the firm's corporate clients, which includes day-to-day employment law counseling, the review and preparation of handbooks, policies, and agreements, and representation in employment litigation. In addition, Frank represents firm clients in business and commercial litigation.

Prior to transitioning his practice to the firm, Frank operated his own law practice as a solo practitioner primarily representing employees in negotiations and litigation. Before that, Frank represented employers for over a decade at two highly regarded defense firms, including a nationally recognized employment law firm. With his well-rounded experience representing both employees and employers, Frank provides key insight to his clients as he navigates them through their legal issues.

In addition to client representation, Frank is a New Jersey Court Rule 1:40 qualified mediator. As a mediator, Frank utilizes his wide-ranging experience to assist parties with the amicable resolution of their employment law disputes. This experience adds to his arsenal as an employment law practitioner.

Frank has been selected on the New Jersey Super Lawyers list from 2017-2021 and the New Jersey Super Lawyers "Rising Stars" list from 2013-2015. Frank has authored and co-authored several employment law publications, has been a presenter on a variety of employment law topics, and regularly posts employment law blogs on the firm's website. He is a member of the New Jersey chapter of the National Employment Lawyers Association and the New Jersey State Bar Association, Labor and Employment Section.

Frank also has been a volunteer for charitable work. From 2014-2017, he served as a Board Member for Straight & Narrow, Inc., which is a Catholic Charities Agency in the Diocese of Paterson.

Prior to entering private practice, Frank served as a judicial law clerk for the Honorable Joseph A. Falcone, A.J.S.C., Superior Court of New Jersey, Essex County.

[The Super Lawyers lists are issued by Thomson Reuters. A description of the selection methodology for both lists may be found at www.superlawyers.com/about/selection_process_detail.html). No aspect of this advertisement has been approved by the Supreme Court of New Jersey].

Education

- **New York Law School**
 - J.D. - 2000
 - Honors: magna cum laude
 - Articles Editor, New York Law School Law Review
- **Drew University**
 - B.A. - 1997
 - Honors: magna cum laude
 - Honors: Dean's List
 - Honors: Pi Sigma Alpha, The National Political Science Honor Society
 - Major: Political Science