



2021 Ones to Watch: Manny Frade, Meltzer, Lippe, Goldstein & Breitstone, LLP

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Name: Manny Frade

Title: Equity Partner

Company Name: Meltzer, Lippe, Goldstein & Breitstone, LLP

How do you keep your team motivated despite conflicts and obstacles?

I am extremely proud of my team. We have reached a point where I feel extremely comfortable that our construction group can get anything done – whether in a transaction or litigation. In my opinion, the best strategy for keeping the team motivated is challenging team members and recognizing their achievements. On many occasions, I have had my team members say, ‘thank you for trusting me with this.’

Who was/is your mentor and how did s/he influence/help you in your career?

Rather than any one mentor, I thank the village of mentors that got me where I am today. I continue to look to family members, friends, colleagues, my former boss, current partners and even some clients for discussion and advice. While I know the law, who better to get business advice from than successful businesspeople who have deep experience?

Favorite quote:

“Facts are not something you can choose to believe; you either accept them or you don’t.” (I don’t know if this is an actual quote; it’s just something that came to me and that I appreciate probably more than ever given the events that have occurred over the past year.)

What recent project, transaction or accomplishment are you most proud of?

My team helped navigate the sale of a New York City manufacturing business (and lease of its facilities) to a large, publicly traded corporation headquartered in Texas. The many moving parts included accounting for and addressing union agreements, New York City overweight vehicle permits (not easily transferrable), and the client’s service of government projects. Additionally, when you employ union workers and sell your business, failing to take certain steps results in “withdrawal liability” that can cost millions. Another matter dismissed a claim by the NYC Water Board for over \$200,000 in water and sewer charges against a client that maintains its own onsite system. It required navigation of several laws and regulations and referenced the State Constitution. (The case is currently on appeal.)

