Offit | Kurman®

Glenn D. Solomon

Principal

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Glenn Solomon has served as general counsel to businesses for more than thirty years, representing substantial high growth businesses and their owners from inception to exit, along with start-up businesses which plan to attain high growth. Glenn's focuses are on mergers and acquisitions, ownership agreements, operational contracts and key employee compensation plans.

"BRT" is a core tenet that Glenn introduced into the Offit Kurman Business Practice Group when he led it in recent years. BRT means Business Response Time. Glenn established a guideline that when a client needs a new matter worked on, it must be staffed within 3 hours. BRT is one of the three core components of meeting our clients' needs:

- Responsiveness
- Excellence
- Trust and Integrity

Glenn is a frequent author and lecturer on issues relating to mergers and acquisitions and regularly publishes the "M & A Nuggets".

Education

- University of Maryland (J.D., *with honors*)
- Franklin & Marshall College (B.A.)
  - Accounting
  - Dean's List

State Bar Admissions

- Maryland

Court Admissions

- United States District Court for the District of Maryland

Services

- Business Law and Transactions
- Mergers and Acquisitions
- Business Advisory and Outside General Counsel

Professional Affiliations

- Chair of the Mid-Atlantic CFO Roundtable
- Past Chair of the Offit Kurman Business Transactions Group
- Past Board of Directors of corporate clients
- Served as Vice President and Director of the Greater Baltimore unit of the American Cancer Society
- Served as President and Director of Liberty Showcase Theater
- Served as an officer and on the Executive Committee and Board of Directors of the Jewish Federation of Howard County
- Served on the Board of Directors of Beth Shalom Congregation Religious School
- Maryland State Bar Association

Recognitions

- Earned Certified Public Accountant License, 1984
- American Cancer Society, Baltimore City Unit, Board Member of the Year, 1989-1990
- Liberty Road Recreation and Parks Council, Volunteer of the Year, 1993-1994

Publications & News

June 15, 2023
Offit Kurman's M&A Group Represents Medisolv on strategic investment by BVP Forge

September 28, 2022
Offit Kurman's M&A Group Represents Inflection Point Systems in Sale to Perficient

Blog Posts

April 16, 2026
M&A Nuggets: Take It Personally - It's Goodwill
A common quandary facing sellers taxed as C corporations is the double tax that will result from a sale structured as an asset purchase — one level of tax to the corporation on the sale of its assets and a second level...

February 23, 2026
M&A Nuggets: Stop Signs
Contrary to popular belief, most business purchases do not succeed. That is not necessarily a bad thing, because occasionally the best deal is the deal that does not happen. To avoid closing a bad deal, the acquiror should be...

February 4, 2026
M&A Nuggets: How to Avoid Hairline Fractures in M&A Deals
In medical parlance, a hairline fracture of the bone is caused by stress that can result from

trauma, is painful, and curtails activity. Hairline fractures can also arise during an M&A transaction and are important to avoid. Hairline fractures can...

January 22, 2026

M&A Nugget: Qualified Small Business Stock Update

In 1993, Congress passed a tax law intended to incentivize entrepreneurs to invest in early-stage companies. This tax law, often referred to as QSBS (Qualified Small Business Stock) allows stockholders to exclude from tax a substantial portion of the...

January 6, 2026

M&A Nugget: A Failed Transaction is Not the End — It is the Beginning of M&A Success

Many business owners have experienced a failed transaction. After devoting months, if not years, and extraordinary amounts of time, resources, and money to complete a business sale, the acquirer backs out. The reasons vary from external forces (general market...

June 30, 2025

M&A Nugget: Smart Moves During an M&A Slowdown - Strategic Preparation for Business Owners

Although there are always segments of the M&A market that are busy, most advisors will tell you that there is a current slowdown in overall M&A activity. This gives sellers an opportune time to conduct “spring cleaning.” Just like the...

December 18, 2024

M&A Nugget: Letter of Intents should be neither a Gimme nor an Obstacle

The letter of intent is the first significant document signed by the target and potential acquiror in a merger transaction. Many times over the years, clients have first contacted me after signing a letter of intent to sell or...

November 4, 2024

M&A Nuggets: Working Capital Requirement: The Seller's Scourge?

One of the most befuddling concepts to a seller in a merger transaction is the working capital requirement. Buyers base their purchase price offers assuming that there will be a normal amount of working capital in the business at...

September 28, 2023

M&A Nugget: Shhhh…Keep It Secret

Sellers usually do not want the world to know the terms under which their business is sold, especially the purchase price. Purchase agreements therefore typically contain a confidentiality provision requiring both sides to keep the transaction and its terms...

September 25, 2023

M&A Nugget: Representations And Warranties Insurance

If you read a business purchase agreement carefully, you cannot help but notice that more pages are devoted to the seller’s representations and warranties than any other topic. A substantial amount of time and costs are spent negotiating the...

September 22, 2023

M&A Nugget: Health Care, Beware

The acquisition of a health care entity implicates two major federal statutes aimed at the health care industry. The Anti-Kickback Statute prohibits offering, paying or soliciting anything of value in return for referrals of heath care business covered by...

September 20, 2023

M&A Nugget: Non-Competes- "The Reverse"

Buyers of businesses typically require the target and its owners to sign non-compete agreements which restrict the seller and its owners from competing after the closing. Those agreements obviously benefit the buyer. Non-compete provisions must, however, also be examined...

September 11, 2023

M&A Nugget: Dissenters' Rights

In Maryland, and other states, a stockholder who does not believe that the purchase price to be paid by an acquirer is fair value has the right to object to the sale and receive payment for the fair value...

September 8, 2023

M&A Nugget: Every Word Matters

This Nugget is for those English majors out there. In a purchase agreement, every word matters. The omission of a keyword or the incorrect use of a word can have an adverse impact on the purchaser's or seller's rights...

September 7, 2023

M & A Nuggets: The "KEIP"

The Key Employee Incentive Plan ("KEIP"), has become common as a way to incentivize key employees. The KEIP usually allows key employees to participate in an exit transaction through the grant of a percentage of the net proceeds from...

September 4, 2023

M&A Nugget: To Split or Not to Split (The Tax Years)

The sale of the stock of an S Corporation raises a tax issue. The S Corporation is a pass through entity, that is, its net income or loss is passed through to its owners and included on their individual...

September 1, 2023

M&A Nugget: A Purchaser's Representation and Warranties

The seller's representations and warranties in the agreement for the purchase and sale of a business usually comprise many pages. For a seller, however, it is important to include several representations and warranties by the purchaser, including that: 1)...

August 30, 2023

M&A Nugget: Licenses – Odds and Ends

When acquiring a business, it is important to understand the licenses needed to operate that business. Some licenses, such as professional and contractor's licenses, are obvious. There are many business activities that do not shout out as requiring a...

August 28, 2023

M&A Nugget: Related Party Transactions

It is important that the purchaser investigate related party transactions when conducting due diligence. A related party transaction is a transaction or a contract between the target and another company controlled by, or related to, the owners of the...

August 24, 2023

M&A Nugget: Cyber Insurance – The Tail

As data breaches have become larger (think Equifax, Target, and Yahoo) and more frequent, buyers and sellers should pay more attention to cyber insurance. Cyber insurance provides coverage for risks that arise out of the use of devices that...

August 21, 2023

M&A Nugget: The CPA – An Integral Advisor on the Deal

In a merger transaction, sellers should enlist the aid of their CPA throughout the sale process, from beginning to end. Here are but a few of the many reasons: First, near the inception of the deal, the CPA, who...

August 18, 2023

M&A Nugget: Stockholder Disclosure

In a merger transaction, sellers should enlist the aid of their CPA throughout the sale process, from beginning to end. Here are but a few of the many reasons: First, near the inception of the deal, the CPA, who...

August 16, 2023

M&A Nugget: Acquihire

One of the busiest areas of merger activity is in the government contracting sector. A major subsector of merger activity within that sector is acquihires. An acquihire is the purchase of a company, often a technology company, for the...

August 10, 2023

M&A Nuggets: The Drag-Along

In a sale structured as a stock purchase, most acquirors want to purchase one hundred percent of the ownership interests in the seller. That is why, if a seller has any minority owners, it is important to include a...

August 7, 2023

M&A Nugget: The Best Fit

Most business transitions are accomplished by a sale to a third party. The merger and acquisition is, however, one of several ways that an owner can transition a business. The question is – what is the best fit for...

August 2, 2023

M&A Nugget: Licenses – A Potential Holdup

Many target companies own a license that is required to engage in business. To the buyer, the ability to use the license is therefore crucial. Some licenses can be transferred, but most licenses cannot, in which case the buyer...

July 31, 2023

M&A Nuggets: Fair Notice

This nugget covers one of the mundane but important procedural aspects of a purchase agreement, called “Notice”. Every purchase agreement should contain a paragraph describing the methods by which written notice of a matter must be given. There may...

June 9, 2023

Paycheck Protection Program (PPP) Loan Forgiveness Primer

This blog post may contain information that was accurate at the time of publication but could become outdated over time. We strive to provide relevant and timely content, but circumstances, facts, and data can change. Users are encouraged to...

March 16, 2023

M & A Nuggets: Beware the Four Corners Offense

As the NCAA Basketball Tournament begins this week, it is appropriate to remember the

"Four Corners Offense" and tie it to the merger process. The "Four Corners Offense" was popularized by the University of North Carolina in the 1960s...

September 28, 2022

M&A Nuggets: Be Prepared for Due Diligence, Before You Go to Market Part 4 – Employee vs. Contractor Classification

This is Part 4 of a series on steps business sellers should take to make sure their house is in order before going to market. One of the hot button issues that buyers examine when conducting due diligence is...

September 22, 2022

M&A Nuggets: Be Prepared for Due Diligence, Before You Go to Market Part 3 – Privacy Policies

This is Part 3 of a series on steps business sellers should take to make sure their house is in order before going to market. The Health Insurance Portability and Accountability Act, better known as HIPAA, was enacted in...

July 7, 2022

M&A Nuggets: Be Prepared … for Due Diligence, Before You Seek to Sell Part 1 – Sales Tax

The due diligence process, during which the purchaser requests and analyzes large volumes of information, requires a huge time commitment from the sellers' personnel. Unknown issues and issues which are known but have not been dealt with in the...

March 16, 2022

M&A Nuggets: Transparency

Suppose you are in the process of selling your business, and you are aware of an existing issue or a new issue arises that you believe could have an impact on a purchaser's view of your company. Should you...

March 9, 2022

M&A Nuggets: Listen, Listen, Listen

In the first M & A Nugget five years ago, I discussed the importance of "Think Win-Win", which is Habit 4 in Stephen Covey's book "The 7 Habits of Highly Effective People". Habit 5 from that book is "Seek...

February 22, 2022

M&A Nuggets: Exclusivity

One important component of the letter of intent for the sale and purchase of a business is the exclusivity paragraph. In that paragraph, the seller agrees to deal only with the interested purchaser for a specified period of time....

February 15, 2022

M&A Nuggets: How Will Your Company Be Valued

Up until the early 2000s, the valuation of a privately held company was determined largely by following the guidelines of a 1959 revenue ruling issued by the Internal Revenue Service, which focused on earnings. A lot has changed and...

July 28, 2021

M&A Nuggets: Laws Triggered by a Merger

As part of due diligence, purchasers investigate whether selling targets are in compliance with the myriad of laws governing a target's historical business operations. Separate and apart from those laws, are laws that are actually triggered by a merger,...

July 21, 2021

M&A Nuggets: The Due Diligence Barrage - How to React

After the letter of intent for the sale and purchase of a business is signed, the potential purchaser will then deliver its due diligence list to the target company. The due diligence list can be voluminous. It is not...

May 28, 2021

M&A Nuggets: Know Your Buyer

Many times, a business seeking to sell is in discussions with the wrong buyer – a mismatch. Negotiating with a mismatched buyer can be a waste of time, money and resources and lead to either the demise of a...