



Russell B. Berger

Principal and General Counsel

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Columbia, MD – 410.209.6449

Russell Berger is a business counselor serving the needs of small and mid-sized businesses as an outside general counsel and as a labor and employment attorney. He provides these same services for Offit Kurman, a growing AmLaw 200 firm, as the firm's General Counsel.

As an outside general counsel to his clients, Russell is a strategic partner who helps growth-minded clients navigate the opportunities and challenges, seen and unseen, that come with running a business. A thoughtful and proactive problem solver, he leverages the resources of Offit Kurman to provide the exact experience and knowledge that clients need on a range of matters.

As a top-rated labor and employment attorney, Russell provides business counsel to employers on employee matters. He is well-versed in litigating in both state and federal courts. By planning and adopting good policies and procedures, Russell has helped many employers reduce their legal risks with minimal costs and impact on operations.

As a member of management at Offit Kurman, he is charged with minimizing risk while aggressively pursuing strategic objectives. He leverages this experience to provide solutions to his clients that address legal issues and promote the growth of the business. He works diligently to solve the problems of owners and operators of business-to-business, professional service, technology, and other firms so that they can focus on what they do best - running and growing their business.

Whether he is providing general counsel services to his clients or his firm, Russell helps clients avoid legal issues in the first place and, should any problems arise, solving them in an efficient and pragmatic manner. Together, Russell and each client form a partnership that is invested in the client's success.

Russell has held various distinctive positions at Offit Kurman. In 2017, he was promoted to Chair of the Labor and Employment practice and in 2019 he was promoted to Practice Group Director. In 2020, he was promoted to Department Chair, where he supervised the chairs of other practice groups and worked on strategic initiatives for the firm. In 2023, Russell was appointed as the firm's General Counsel, where he helps to drive the firm's growth by participating in the development and implementation of the firm's business.

Services

- Business Advisory and Outside General Counsel
- Business Law and Transactions
- Labor and Employment
- Restrictive Covenants and Trade Secret Protection

strategies, policies, and programs while navigating and mitigating the risks involved.

Education

- University of Maryland (J.D., *magna cum laude*)
- Johns Hopkins University (B.A., *with honors*)

State Bar Admissions

- Maryland

Court Admissions

- United States District Court for the District of Maryland
- United States District Court for the District of Columbia

Professional Affiliations

- PACT: Helping Children with Special Needs, an affiliate of the Kennedy Krieger Institute, Board Member

Recognitions

- Business & Employment Law Power List, The Daily Record, 2022, 2025
- Named to *The Best Lawyers in America*® for Employment Law - Individuals, Employment Law - Management, Labor Law - Management (2023-2026)
- Super Lawyers, Rising Star, 2012-2022
- Baltimore Magazine Top Lawyer, 2026
- JD Supra Reader's Choice Award, No. 10 in Labor and Employment, 2026