



Kerry C. Zaroogian

**KERRY C. ZAROOGIAN** is a partner at Outten & Golden LLP, and a member of the firm's [Executives and Professionals Practice Group](#) and its Financial Services Practice Group.

Kerry's practice focuses on employment law and executive compensation for clients in a wide variety of industries, with a particular focus on financial services and commercial real estate professionals.

She represents employees, partners, independent contractors, qualified real estate agents, minority owners and other professionals in the negotiation of employment, severance, consulting, partnership, international assignment, and restrictive covenants arrangements, which are often part of a larger and more complex compensation structure. She also frequently represents teams of employees in the context of M&A transactions, private equity investments, competitive lift-outs, and other scenarios.

Kerry views herself as a partner with her clients, one who makes sure their long and short-term professional and personal goals are kept in mind as she develops pragmatic solutions to their employment challenges. Her behind-the-scenes support also allows clients to come off as strong, capable, and confident business leaders as they negotiate their exit, retention, or next opportunity. A self-professed "contract nerd," Kerry enjoys taking care of the details of a business deal so that her clients can focus on the bigger picture.

Kerry first joined Outten & Golden LLP's New York office in 2016. In 2020, she moved with her family to her home state of Minnesota where she represented employers at an Am Law 50 firm, primarily in the context of corporate transactions, employment and separation agreements, and restrictive covenants. In 2022, Kerry rejoined the firm's Executives and Professionals Practice Group as a fully-remote employee based in Minneapolis, Minnesota.

Kerry received her B.A. from Brandeis University and her J.D. from Northeastern University.

*(\*Prior results do not guarantee a similar outcome.)*