RIW | Ruberto Israel & Weiner



Adam G. Gutbezahl

Shareholder

(617) 570-3502 agg@riw.com

Education

- The George Washington University Law School, J.D., cum laude, 2013
- The George Washington University, B.A., cum laude, 2006

Bar & Court Admission

- Massachusetts
- United States District Court of Massachusetts
- United States District Court for the Eastern District of Michigan
- U.S. Court of Appeals for the First Circuit

Practices

- Commercial Real Estate
- Construction Law
- Employment Law
- Litigation
- Zoning & Land Use

Honors & Awards

- Massachusetts Lawyers Weekly Excellence in Law Up and Coming Lawyer (2025)
- Massachusetts Super Lawyers Rising Star, Real Estate (2024, 2025)
- Boston Magazine Top Lawyer (2024, 2025)
- Ones to Watch – Rising Stars, New England Real Estate Journal (2024)
- Selected for Boston Future Leaders Program, a 10-month leadership initiative by Harvard Business School and the Greater Boston Chamber of Commerce (2024)
- Outstanding Faculty Award, National Business Institute (2023)
- Emerging Leader of the Year, MetroWest Chamber of Commerce (2022)

Adam Gutbezahl is a member of the firm's Litigation Department and Commercial Real Estate, Construction Law, and Employment Law Groups. Adam represents individuals and businesses in a wide variety of matters, including complex commercial, employment, land use and real estate disputes. Adam has jury and bench trial experience in both state and federal court. In 2024, Adam successfully led two RIW trial teams, serving as first-chair and achieving favorable outcomes in both cases.

Adam is a recognized thought leader on the legal implications of Generative Artificial Intelligence ("Gen AI"). He is a member of multiple steering committees and task forces regarding the use of Gen AI. Adam has also been a featured speaker for numerous associations and organizations and has written extensively on Generative Artificial Intelligence, including its legal and practical effects on the workplace. As part of his expertise and interest, Adam publishes ChatAdamG, a monthly newsletter highlighting the legal perspective on AI in the workplace. He explores the latest developments in AI and Generative AI, the impact of AI on employment and workplace dynamics, and strategies for businesses to stay compliant and competitive.

With his client-driven focus, Adam understands how to translate their concerns into practical solutions that make sense for their individualized needs. In addition to handling contentious, high stakes cases in Massachusetts state and federal courts, Adam counsels his clients on the importance of developing best practices to avoid litigation and mitigate risks.

While attending The George Washington University Law School, Adam was a member of the Moot Court Board and an executive editor of The George Washington Law Review.

Publications

- *Department of Labor Issues Guidance in Connection with President Biden's Artificial Intelligence Order,* (May 2024)
- *Talking Politics in the Workplace: What Can an Employer Do?,* (April 2024)
- The Impact of New Requirements and Guidance for AI Governance, (April 2024)
- *The Practical Effect of President Biden's Executive Order on Artificial Intelligence,* (November 2023)
- *ChatGPT in the Workplace: Employers Beware, (June 2023)*

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Associations & Organizations

- Boston Bar Association
  - Privacy, Security, & Digital Law Group Steering Committee Member
  - Curriculum Advisory Committee
- American Bar Association
  - Artificial Intelligence & Robotics Group Member
- Massachusetts Bar Association
  - Business Law Artificial Intelligence Practice Group Member
- Massachusetts Real Estate Bar Association
  - Artificial Intelligence Task Force Member
- Greater Boston Chamber of Commerce
  - Future Tech Leadership Council
- Performing Arts Center of Metrowest Board of Directors (2022-2026)
- ProVisors
- Wayland Select Board (2021 – 2024)
- Wayland Trust Fund Commission (2019 – Present)
- Wayland Youth Soccer Board of Directors (2025-2026)
- MetroWest HRMA
- Society for Human Resource Management

Representative Matters

- Successfully obtained summary judgment on behalf of client involving a land use dispute where an abutting property unlawfully trespassed and encroached upon client's property.
- Represented homeowners in dispute with general contractor and secured complete judgment in client's favor after a five-day jury trial at Middlesex Superior Court in Massachusetts. The client prevailed on all claims asserted against them and prevailed on counterclaims of breach of contract, breach of warranty, breach of the Home Improvement Contractor Law, which also resulted in an award of attorneys' fees under M.G.L. c. 93A.
- Represented developer seeking permits for a mixed-use multi-unit development who was denied a variance by the zoning board of appeals. Moved for and obtained summary judgment of the variance denial on basis that the board was in error when it determined that the variance was not authorized.
- Negotiated numerous successful settlement agreements on behalf of clients involving employment, contract, and tort-based claims, both through the mediation process and direct negotiations.

Published Decisions

- Vasquez v. Cambridge Hous. Auth., 30 LCR 470 (2022)
- McPhillips v. Lacy, 2022 Mass. LCR LEXIS 38 (May 27, 2022)
- Benevolent Botanicals LLC v. City of Malden, 34 LCR 51 (2026)

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Speaking Engagements

- Presenter: Metrowest HRMA – "HR and the Rise of Generative AI: Balancing Innovation and Compliance" (May 2026)
- Panelist: Boston Bar Association – "AI and Efficiency in Employment Law: Applications for Workplace Lawyers and their Clients" (April 2026)
- Presenter: Institute for Paralegal Education – "Top ChatGPT and Generative AI Blunders Paralegals Are Currently Making" (February 2026)
- Guest: Main Street AI Podcast, Episode 5 (December 2025)
- Presenter: National Business Institute – Employment Law 2025: Tips for Implementing AI in Workplace Policies (October 2025)
- Presenter: Pilgrim Advocates – Balancing Efficiency & Ethics: AI in the Legal Profession (October 2025)
- Moderator, Greater Boston Chamber of Commerce – "AI Ethics: Exploring Responsibility and Innovation in Business" (April 2025)
- Panelist: Boston Bar Association – "What's Zoning? A Primer on What it is, and Why it Matters to Everyone" (April 2025)
- Panelist: Boston Bar Association – "Generative AI in Business: Ethical, Legal, and Practical Considerations for Lawyers" (February 2025)
- Guest: eDiscovery Today – Generative AI and its Impact on the Legal Landscape
- Presenter: myLawCLE – Practical AI Tools for Litigators: Strengths and Weaknesses (August 2024)
- Presenter: National Business Institute – Employment Law 2024: Tips for Implementing AI in Workplace Policies (August 2024)
- Presenter: LawPracticeCLE – "Artificial Intelligence in the Legal Practice" (June 2024)
- Presenter: LawPracticeCLE – "Artificial Intelligence in the Workplace" (June 2024)
- Co-Panelist: Massachusetts Bar Association's 45th Annual Labor & Employment Spring Conference – "Employment Law Update" (May 2024)
- Featured Speaker: IEEE Boston Tech Conference and Expo – "Balancing AI Benefits & Workplace Challenges" (April 2024)
- Co-Presenter: myLawCLE & Federal Bar Association – "ChatGPT and Generative AI: Transforming Estate Planning Strategies" (February 2024)
- Featured Speaker: MPI New England's 2024 Educational Institute – "Artificial Intelligence in the Workplace: Friend or Foe?" (February 2024)
- Presenter: Interise – "Protecting Your Business in the Age of Artificial Intelligence" (January 2024)
- Co-Presenter: Rhode Island SHRM – "AI Unveiled: A Practical Guide to Tech and Tangles in Business" (January 2024)
- Co-Presenter: National Business Institute – "ChatGPT & Generative AI in Estate Planning" (December 2023)
- Presenter: National Business Institute – "ChatGPT: Legal Issues All Employers Must Know" (November 2023)
- Presenter: IEEE Boston Consultants Network – "AI in the Workplace" (November 2023)
- Presenter: MetroWest Chamber of Commerce – "Artificial Intelligence in the Workplace: Friend or Foe" (October 2023)