

(He/Him)

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Practices

- National Compliance and Multi-State Solutions
- Class Actions and Complex Litigation
- Disability Access Litigation and Compliance
- Leisure
- Hospitality
- Insurance
- Life Sciences
- Employment Litigation
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition

Education

- University of Colorado School of Law, J.D. 2004
- DePauw University, B.A. 2000

Admitted to Practice

- 10th Circuit Court of Appeals 2004
- Colorado - D. Colo. 2004
- Colorado 2004

Ryan Lessmann is the office managing principal of the Denver, Colorado, and Salt Lake City, Utah offices of Jackson Lewis P.C. and the National Practice Head the firm's Specialty group. He practices primarily in the area of employment litigation, including representing employers against claims alleging discrimination, retaliation, and wrongful termination, matters involving trade secret protection, restrictive covenants and unfair competition, and various contract issues.

Ryan also counsels and defends employers in wage and hour compliance matters. Prior to joining Jackson Lewis, he was an associate at a large Denver law firm practicing in the areas of employment and general commercial litigation.

Following law school, Ryan served as a judicial clerk to The Honorable Nathan B. Coats of the Colorado Supreme Court. During law school, he was a summer clerk for the Honorable John Kane, U.S. District Court for the District of Colorado. Ryan also served as an articles editor for the *Colorado Journal of International Environmental Law and Policy*, a research assistant to Professor Carolyn Ramsey, and a legal writing teacher's assistant.

In his spare time, Ryan enjoys spending time with his wife and three children, competing in various athletic endeavors, and recreating in Colorado's mountains.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2021-present) and "Litigation – Labor and Employment" (2018-present)
- *Business Today*, "Top 10 Pioneering Colorado Labor & Employment Lawyer" (2023)
- *Chambers USA*, "Labor & Employment" (2022-present)
- *Colorado Super Lawyers*®, "Rising Stars" (2010-2017) and "Super Lawyers" (2018-present)

Published Works

- "New Colorado Law Allows Employees to Take Leave to Care for Civil Union and Domestic Partners," *Law Week Colorado* (May 2013)
- "The Case for Heightened Protections on the Galapagos Islands" *Colo. J. Intl. Entl.L & Pol'y* 15.117 (January 2004) [Author]
- "The Meaning of "Loss" under the Commercial Crime Policy" [Co-Author]
- "Current Protections on the Galapagos Islands are Inadequate: the International Maritime Organization Should Declare the Islands a Particularly Sensitive Sea Area," *Colorado Journal of International Environmental Law and Policy*