

Ryan Alexander Less

Attorney

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Both ERISA and the Tax Code can be full of confusing language and detailed requirements. Our focus is to navigate, condense, and plainly communicate the complex language so our clients can understand and achieve the best outcomes for their needs. We specialize in finding creative solutions to complicated issues that the ever-changing law might present to our clients.

Ryan Less is a **corporate** attorney specializing in **employee benefits and ERISA law**. His deep understanding of administrative law, regulations, and taxation enables him to offer valuable guidance to clients navigating the intricate landscape of ERISA and benefits law. Ryan's commitment to precision and excellence sets him apart and his diverse legal background helps him bring a well-rounded skill set to his practice.

Ryan began his legal journey at the University Of Tulsa College Of Law, earning his Juris Doctorate with honors. After graduation, Ryan served as an associate attorney at a law firm in Tulsa, Oklahoma. Ryan then furthered his expertise with an LLM from the Northwestern Pritzker School of Law, with a focus in ERISA, employee benefits **taxation**, and private equity taxation. While earning his LLM, he built on his previous experience doing compliance work as an associate attorney at an eDiscovery firm before transitioning to ERISA work at our firm.

Honors

Practices

Employment Practices & Benefits
Mergers & Acquisitions
Taxation

Bar Admissions

Illinois
Oklahoma

Education

Northwestern Pritzker School of Law
(LLM, , 2023)
The University of Tulsa School of Law
(JD, with Honor, 2020)
Western Michigan University (BA, , 2017)

Associations

- American Bar Association
- Member, Joint Committee on Employee Benefits

- Editorial Staff, The Tax Lawyer, *Northwestern Pritzker School of Law*
- National Native American Law Students Association Moot Court, *The University of Tulsa College of Law*