

Julia A. Simon, PARTNER

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Julia A. Simon is a seasoned legal and business strategist with over 30 years of extensive experience in litigation, risk management, compliance, regulatory affairs, and governance. She previously served as the Chief Legal Officer and Corporate Secretary for Mary Kay Inc., a leading global consumer goods manufacturer and distributor. Julia oversaw the company's legal, risk management, governance, compliance, public affairs, corporate communications, and corporate social responsibility functions worldwide, and also served as Chief Privacy Officer.

Before her tenure at Mary Kay, Julia was an associate and partner at Locke Liddell & Sapp in Dallas, specializing in commercial litigation and labor & employment law. She began her legal career at McGlinchey, Stafford, Nealy & Lang in New Orleans, where she focused labor & employment law.

Julia's expertise lies in high-stakes litigation and proactive litigation preparedness. She has successfully handled various complex commercial litigation matters such as contract disputes, fraud, partnership dissolution, breach of fiduciary duty, ERISA litigation, insurance coverage disputes, patent and copyright infringement, executive compensation, and employment claims. Julia has also been instrumental in advancing strategies to protect independent contractor relationships and online brand integrity.

With over 25 years of experience in developing compliance programs, Julia has a track record of ensuring regulatory compliance, risk mitigation, and litigation avoidance. She has conducted numerous investigations into alleged misconduct at senior leadership levels, covering financial impropriety, policy violations (including FCPA), sexual harassment, and employment discrimination. She has also personally developed global data privacy compliance programs and crisis management protocols, demonstrating her ability to navigate complex legal risks while protecting business reputation.

EDUCATION

- Texas A&M University, B.S.
- The University of Texas School of Law, J.D

HONORS & AWARDS

- Received the "Robert H. Dedman Award for Ethics in Law" by *Texas General Counsel Forum*, 2022
- Recognized as a "Top 500 Business Leader in Dallas Fort-Worth" by *D CEO*, 2019, 2022
- Listed as "One of the Most Powerful Executives in Corporate America" by *Black Enterprise*, 2017, 2019-2020
- Recognized as a "Top Minority Business Leader" by *Dallas Business Journal*, 2010
- Featured as one of "Texas' Top In-house Lawyers" by *Texas Lawyer*, 2005
- Received the "Diversity Award" from *Texas General Counsel Forum*, 2009
- Recognized as a "Rising Star," by *Texas Super Lawyers*, 2004-2005, 2007

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Center for American and International Law, Vice Chair Board of Directors
- Congressional Black Caucus Foundation, Former Board Officer
- National Association of Women Lawyers, Board Member
- UT Southwestern President's Advisory Board, Board Member
- Southern Methodist University Tower Center, Board of Directors
- The University of Texas Center for Women in Law, Co-Chair, 2024 Power Summit