



Favorite Mary Kay Ash's Quote:
 "Listening may be the most
 undervalued communication skill."



Julia A. Simon

Chief Legal Officer and Corporate Secretary. Chief Diversity Officer.

BIO

Julia A. Simon serves as Mary Kay's Chief Legal Officer and Corporate Secretary and oversees the company's Legal, Risk Management, Governance and Compliance, Corporate Communications and Corporate Social Responsibility functions. In addition, she serves as both the Senior Privacy Officer and Chief Diversity Officer. Her teams protect the company's reputation and operations in nearly 40 markets around the globe.

In 2020, she was appointed as the company's Chief Diversity Officer. In this role, Julia leads development plans integrating internal efforts for diversity and inclusion and external efforts focusing on supporting the demand for equality. A champion of women's empowerment and equality, she contributes to creating an enabling ecosystem for women entrepreneurs through the Women's Entrepreneurship Accelerator, a multi-partnership launched by Mary Kay Inc. with five United Nations agencies.

Julia has 30 years of legal experience in private law practice and in-house positions and has held many roles since joining Mary Kay Inc.'s Legal Department in 2000. During her tenure, Julia was instrumental in creating the company's Global Data Privacy Compliance Program, led litigation strategies that positively impacted the direct sales industry, and has proudly served as a mentor through the Mary Kay Inc. mentorship program and other professional organizations.

Prior to joining Mary Kay Inc., Julia was an associate and partner at Locke Liddell & Sapp in Dallas, practicing in the areas of commercial litigation and labor & employment. She started her legal career at McGlinchey, Stafford, Nealy & Lang in New Orleans.

Julia currently serves on the boards of the Center for American and International Law, the Congressional Black Caucus Foundation, the National Association of Women Lawyers, and the Texas Women's Foundation.

EDUCATION/PROFESSIONAL ASSOCIATIONS

Julia earned a bachelor's degree from Texas A&M University and a law degree from The University of Texas School of Law. She is a member of several professional associations including the State Bar of Texas, Dallas Bar Association, Association of Corporate Counsel, Corporate Counsel Women of Color, International Association of Privacy Professionals, Direct Selling Association Lawyers Counsel, The University of Texas Center for Women in Law General Counsel Forum, and Patrick E. Higginbotham Inn of Court.

AWARDS/HONOR

Julia was recognized by D CEO Magazine in 2019 as one of the Top 500 business leaders in Dallas Fort-Worth. In 2015, Julia was honored by *D CEO Magazine* and the Association of Corporate Counsel as Best Deputy General Counsel. In 2010, the *Dallas Business Journal* named her a top Minority Business Leader. Julia received the Texas General Counsel Forum Diversity Award in 2009 and was listed as a Rising Star in *Texas Monthly's Texas Super Lawyers Rising Star* edition for 2004, 2005 and 2007. She was also featured as one of Texas' top in-house lawyers by *Texas Lawyer* in 2005. Julia was listed as one of the most powerful executives in corporate America by *Black Enterprise* in 2017 and 2019. In 2021, she was spotlighted by Business Insider amongst some of the most influential Black businesswomen in the United States.