

# Anna M. Morkos

## EDUCATION

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**University of Oregon School of Law**, Juris Doctor (2013) Eugene, OR  
*Order of the Coif*, rank 4<sup>th</sup> of 151  
Staff Editor for *Oregon Law Review*  
Research Assistant for Professor Merle Weiner

**University of Idaho**, B.A. Political Science and Spanish (2008) Moscow, ID  
*Summa Cum Laude*  
Fulbright Grant Award Recipient  
Intern for the Office of U.S. Senator Ron Wyden  
Founding Officer of the International Student Council

## TEACHING EXPERIENCE

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**Universidad Autónoma de Bucaramanga** (2008 – 2009) Bucaramanga, Colombia

- As a Fulbright grantee, taught English classes and led conversation groups for faculty and students.
- Advised the English language department on online course modules.

**University of Oregon School of Law** (2012 – 2013) Eugene, OR

- Served as a Legal Research and Writing Tutor for 1L students.

## PROFESSIONAL EXPERIENCE

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**Jafra Cosmetics International, Inc. (2016 – 2024)** Westlake Village, CA  
Director of Legal (April 2023 – June 2024)

- Led the legal function of the U.S. business, including hiring and supervising employees and outside counsel.
- Educated employees and contractors on legal compliance issues relevant to the business by preparing materials and conducting training sessions.
- Managed the department budget, ran legal operations, and performed all corporate counsel tasks.
- Researched legal issues facing the business and advised senior leadership on the same.

Corporate & Compliance Counsel (2018 – 2023)

- Drafted, reviewed, and negotiated commercial contracts, including SaaS agreements, independent contractor agreements, data processing agreements, license agreements, and service agreements.
- Researched and advised on matters implicating FDA and FTC compliance, including review of marketing materials and product claims.
- Prepared corporate policy documents, memoranda, contract templates, and corporate governance documents.
- Reviewed and negotiated high-value real estate lease agreements; advised on lease issues.
- Led data privacy compliance initiative by implementing processes, selecting vendors, and managing the project team.
- Served as in-house counsel for a cross-border M&A transaction, working with outside counsel in U.S. and foreign jurisdictions and coordinating with internal stakeholders.

Associate Counsel, Compliance (2016 – 2018)

- Built a bilingual compliance program (Spanish/English) to mitigate regulatory risks related to the direct-sales industry.
- Created policies, training materials, and an enforcement process. Hired and supervised staff to implement the program.

**Markowitz Herbold, P.C.**, Attorney (2014 – 2016) Portland, OR

- Represented business clients in cases involving breach of contract, partnership disputes, protection of trade secrets, and employment matters. Advised on the Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), and Title VII of the Civil Rights Act.
- Developed training materials and conducted training for employers, employees, and independent contractors.

**Davis, Rothwell, Earle, and Xóchihua, P.C.**, Attorney (2013 – 2014) Portland, OR

- Defended businesses from civil claims, including alleged violations of FDA regulations, environmental laws, and consumer protection laws. Assisted in mediations and arbitrations. Conducted and defended depositions.

**U.S. Environmental Protection Agency**, Honors Law Clerk (2012) Washington, D.C.  
▪ Selected for a highly competitive law clerk position within the EPA's Office of General Counsel. Researched information law and environmental law issues to assist in advising regional EPA offices.

**U.S. Department of Justice, Environment and Natural Resources Division**, Law Clerk (2012) Washington, D.C.  
▪ Assisted in litigation pertaining to environmental law claims within the Environmental Enforcement Section, including drafting and reviewing pleadings against an offshore manufacturing facility for Clean Water Act violations.

**Oregon Department of Justice, Special Litigation Unit**, Law Clerk (2011) Portland, OR  
▪ Researched and prepared memoranda for the State's most high-profile litigation, including a cross-border mining case.

**Domestic Violence Resource Center**, Senior Bilingual Advocate (2009 – 2010) Hillsboro, OR  
▪ Developed, implemented, and supervised a bilingual advocacy program to guide survivors of domestic violence through the process of obtaining restraining orders and related services.

## SPEAKING & PUBLICATIONS

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- *The New Law on the Block for Independent Contractor Agreements*, Contract Nerds Blog (2020)
- Association of Corporate Counsel, *Managing a High Volume of Contracts on a Budget* (panelist), 2019.
- Fulbright Alumni Association, *Fulbright Experiences* (panelist), 2012.
- *Beneath the Surface of the Clean Water Act: Exploring the Depth of the Act's Jurisdictional Scope of Groundwater Pollution*, 91 Or. L. Rev. 495 (2012).

## HONORS & AWARDS

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Rising Star, Oregon Super Lawyers magazine (2016)  
Judge John R. Brown Award for Excellence in Legal Writing, Brown Sims P.C. (2013)  
Outstanding Senior in Foreign Languages, University of Idaho (2008)  
Alumni Association Award for Excellence, University of Idaho (2007)

## PROFESSIONAL ENGAGEMENT

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Rocky Mountain Legal Writing Conference (2024)  
Legal Writing Institute Member (2024 – present)  
Association of Corporate Counsel (2016 – present)  
▪ Southern California Chapter Committee Member  
Direct Selling Association (2016 – present)  
▪ General Counsel Committee  
▪ Government Affairs Committee  
▪ Compliance Officers Committee  
Fulbright Alumni Association (2011 – 2015)  
▪ President, Oregon Chapter (2014 – 2015)  
▪ Alumni Ambassador (2011 – 2014)  
Federal Bar Association (2014 – 2016)  
▪ Board Member, Oregon Chapter

## COMMUNITY ENGAGEMENT

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**Weathersfield Elementary**, Classroom Volunteer (2022 – present) Thousand Oaks, CA  
**American Youth Soccer Association**, Coach (2023 – present) Thousand Oaks, CA  
**Latino/a Law Student Association**, Co-Director (2012 – 2013) Eugene, OR  
**Foundation for Women and the Future**, Program support (2008 – 2009) Bucaramanga, Colombia  
**College Assistance Migrant Program**, English tutor (2006) Moscow, ID  
**National Council on Adolescence**, English teacher (2005) Santiago, Dominican Republic