

PERSONAL DATA QUESTIONNAIRE

1. State your full name:

Anne Elizabeth Covey

Have you ever been known by any other name? If so, please list,

Anne Covey Sarch

2. Office address (including zip code):

Pennsylvania Office:
31 N. Sungan Road
New Hope, PA 18938

New Jersey Office:
19 Church Street
Lambertville, NJ 08530

Office telephone (including area code):

Pennsylvania: 215-862-2006

New Jersey: 609-773-0112

Name of law firm, if associated:

Covey & Associates, P.C.

3. Date and place of birth:

November 4, 1959
Wilmington, Delaware

4. Are you a naturalized citizen? If so, give date and place of naturalization:

No

5. Family status:

a) Are you married? If so, state the date of marriage and your spouse's full name, including maiden name, if applicable:

Yes. June 14, 1997. Michael Smith Morris, Esquire

b) Have you been divorced? If so, state the date, the number of the case and court:

Yes. Married 1991 and filed for divorce in 1995. Superior Court of New Jersey.

6. Have you had any military service? If so,

a) Give dates, branch of service, rank of rate, and present status:

I have no military service, however, my husband, Michael S. Morris, was a First Lieutenant with the Pennsylvania Army National Guard as a Judge Advocate General.

b) Have you ever been rejected or released from any of the armed services for reasons other than honorable? If so, give details:

No. My husband received an honorable discharge.

7. List each college and law school attended, including dates of attendance, and the degrees awarded and, if you left any institution without receiving a degree, the reason for leaving. List scholastic honors:

University of Delaware	1977 - 1981	B.A.
Graduated with Departmental Honors	Dean's List	
National Honor Society	National Sociology Honor Society	
Widener University School of Law	1981 - 1984	J.D.
Cum Laude	The National Dean's List	
American Jurisprudence Award	Phi Kappa Phi Honor Society	
Phi Delta Phi Legal Honor Fraternity	Case Note Author, <i>The Delaware Law Forum</i>	
Law Review Associate Editor, <i>The Delaware Journal of Corporate Law</i>		

8. List all jurisdictions in which you have applied to take a bar examination, have applied for admission or have been admitted to practice. Include dates of admissions and if not admitted, give application dates and explain the outcome.

Pennsylvania	1984
New Jersey	1984
United States District of New Jersey	1984
United States Third Circuit Court of Appeals	1997

9. Describe chronologically your law practice and experience after your graduation from law school, including:

a) Whether you served as clerk to a judge and, if so, the name of the judge, the court, and the dates of the period you were a clerk:

President Judge David W. Craig

Pennsylvania Commonwealth Court
1985 - 1987

b) Whether you practiced alone and, if so, the addresses and the dates:

No.

c) The dates, names and addresses of law firms or offices, companies or governmental agencies with which you have been connected and the nature of your connection with each:

Name	Position	Dates	Address
Pennsylvania Labor Relations Board	Member	2002 - Present	418 L&I Building 651 Boas Street Harrisburg, PA 17121
Covey & Associates, P.C.	Owner	1996 - Present	19 Church Street Lambertville, NJ 08530
Giordano, Halleran & Ciesla	Partner	1994 - 1996	125 Half Mile Road Ste. 300 Red Bank, NJ 07701
McCarter & English	Associate	1988 - 1994	Four Gateway Center 100 Mulberry Street Newark, NJ 07102
Blank, Rome	Associate	1987 - 1988	One Logan Square 130 North 18th Street Philadelphia, PA 19103
Commonwealth Court President Judge David W. Craig (Retired/Deceased)	Law Clerk	1985 - 1987	
Pennsylvania Labor Relations Board	Assistant Counsel	1984 - 1985	418 L&I Building 651 Boas Street Harrisburg, PA 17121

d) Any other relevant particulars:

- Adjunct professor at Monmouth University where I taught undergraduate and graduate students human relations and employment law.
- Weekly column in *The Asbury Park Press* and *The Home News*. Employers and employees submitted questions to the newspaper concerning their employment relationships to which I provided practical guidance in accordance with the law.

10. With respect to your practice:

- a) What has been the general character of your practice, dividing it into period with dates if its character has changed over the years?

Since the inception of entering private practice through the present, I have concentrated in the area of employment and labor law which includes, but is not limited to, labor relations, workers compensation, unemployment compensation, human relations and civil rights. As part of my practice, I place a great deal of emphasis on the prevention of litigation which includes: writing and reviewing employee handbooks; conducting seminars for managers and employees; auditing of employee forms to ensure compliance with federal and state laws and regulations; and routine communication with clients when specific employment situations arise to address them properly before they present legal problems.

- b) Describe your typical clients and mention the areas, if any, in which you have concentrated your practice:

My typical clients are business entities to whom I provide advice and representation on employment and labor law matters. These firms range from multinational corporations to mid-size companies to small firms and include non-profit organizations. In addition, I represent highly compensated executives. Over the years, I have also represented certain individuals which have been unfairly discriminated against in their employment.

In addition to counseling and representing clients, I also conduct investigations. I perform investigations for corporate clients who either do not have the expertise to properly perform an investigation or who want a third party to conduct an independent investigation. When an attorney conducts an investigation a confidential report is issued to a client. If an employee's employment is terminated or the employee suffers some change in his/her terms or conditions of employment, he/she may sue. If the employee sues, the investigation I conducted is discoverable which inevitably conflicts out my firm in further representation of the client.

11. With respect to the last five years:

- a) Did you appear in court regularly, occasionally, or not at all? If the frequency of your appearances in court has varied during this period, describe each such variance, giving the dates thereof:

My practice area involves a heavy motion practice which requires regular appearances before the court. Another aspect of my practice is before federal and state administrative agencies. Courts today in employment matters routinely order the parties to mediation before discovery in an attempt to resolve matters early in the process with the proscribed goal of preventing escalation of legal fees and a speedier

resolution to litigation. In addition, the conducting of investigations for my clients presents conflicts which prevents me from representing my clients in the litigation.

b) What percentage in the last five years of these appearances was in:

1. Federal courts:

0%

2. State courts of record:

35%

3. Other courts:

65%.

Other appearances are before federal and state administrative agencies.

c) What percentage of your litigation was:

1. Civil:

100%

2. Criminal:

0%.

While my practice is limited to the civil side, I frequently interact with the criminal bar. Some of my clients discover criminal acts committed by their employees which necessitates our involvement in a criminal matter. My representation is limited to the initial investigation of interviewing witnesses and the preparation of documentation for submission to the District Attorney or Prosecutor's Office. The prosecution of any case is administered by the State.

In addition, during the past five years, several cases have involved whistleblower actions, whereby, my clients were cooperative witnesses for the Federal Bureau of Investigations ("FBI"). I represented my clients in their interactions with the FBI.

- d) State the number of cases in courts of record you tried to verdict or judgment (rather than settled), indicating whether you were sole counsel, chief counsel or associate counsel:

I have tried two cases to judgment as lead counsel during the past five years.

- e) What percentage of these trials were:

1. Jury:

0%

2. Non-jury:

100%

12. Summarize your experience in court prior to the last five years, indicating as to that period:

- a) Whether your appearances in court were more or less frequent:

My level of appearances has remained fairly consistent over the years.

- b) Any significant changes in the percentages stated in your answers to question 11(b), (c) and (e):

There have been no significant changes in these categories.

- c. Any significant changes in the number of cases per year in courts of record you tried to verdict or judgment (rather than settled), as sole counsel, chief counsel or associate counsel.

There has been no significant change in this category.

13. Describe five of the most significant litigated matters which you personally handled and give the citations thereto, if the cases were reported. Give a capsule summary of the substance of each case and a succinct statement of what you believe to be the particular significance of the case. Identify the party or parties whom you represented and describe in detail the nature of your participation in the litigation and the final disposition of the case. Also state as to each case a) the dates of the trial periods; b) the name of the court and the judge before whom the case was tried; and c) the individual name, address and telephone numbers of co-counsel for each of the other parties:

I. Citations:

190 N.J. 307, 920 A.2d 638 (2007); 378 N.J. Super. 298 (2005).

Capsule Summary:

This case involved a contract dispute over an auction of real property. The issue to be determined by the court was whether a riparian grant was included with the upland or whether it was a separate parcel.

Significance of Case:

The case was a matter of first impression. New Jersey has a significant coastline with a large number of riparian rights which would be affected by this decision. Despite a state statute explicitly setting forth that water rights were included in the upland, the New Jersey Supreme Court interpreted the statute narrowly and ruled that a riparian grant was not included under the parameters of the statute. This case was also the longest litigated case (ten years) of my career. My father-in-law (member of the Dauphin County Bar) still holds the family record of fourteen years.

Parties Represented:

I represented myself pro se before the Trial Court, the Appellate Division and the Supreme Court. I retained George Dougherty, Esquire as co-counsel due to his prominence in consumer fraud litigation which was the second cause of action.

Nature of Participation:

I handled all aspects of the case from its inception to conclusion over the ten year period: Order to Show Cause; Complaint; Depositions; Interrogatories; Motions; Trials; Appeals; Briefs; Oral Arguments; Petition for Certification; and Motion for Reconsideration.

Final Disposition of the Matter:

The case was instituted in the Court of Equity for specific performance. The decision of the trial court was appealed and remanded by the Appellate Division. The other Plaintiff petitioned to the Supreme Court for certification upon the Appellate Division remanding the matter, but his certification was denied. Upon remand, the decision was again appealed to the Appellate Division. The Appellate Division ruled in my favor. The other Plaintiff petitioned for certification to the Supreme Court, whereupon, I petitioned for certification to the Supreme Court on a different issue. The Supreme Court granted certification and ruled, as a matter of law, that the upland did not include a riparian grant under the statute. I filed a motion for reconsideration which was denied by the Supreme Court.

Consideration was made for appeal to the United States Supreme Court in conjunction with several Washington, D.C. law firms. After much deliberation with other learned counsel who regularly appear before the Supreme Court, it was decided that since the United States Supreme Court only hears two to three cases a year under the takings clause of the United States Constitution the likelihood of granting certiorari did not warrant further action.

a) Dates of the trial:

Trial Court: 1997-2004

Appellate Division: 2003 and 2005

Supreme Court: Filed: 5/11/2006; Oral Argument 1/3/2007; Decision 5/1/2007

b) Name of the Court and the Judge hearing the matter:

Trial Court: Honorable James D. Clyne

Appellate Division (First Appeal): Honorable Stephen Skillman and Honorable John E. Wallace

Appellate Division (Second Appeal): Honorable Robert A. Fall, Honorable Edith K. Payne and Honorable Clarkson S. Fisher

Supreme Court: Chief Justice James R. Zazzali, Justice Virginia Long, Justice Jaynee LaVecchia, Justice Barry T. Albin, Justice John E. Wallace, Justice Roberto Rivera-Soto and Justice Helen E. Hoens

Other Counsel:

Co-counsel with Plaintiff Anne Covey:

George Dougherty, Esquire
4020 Quaker Bridge Road
Mercerville, NJ 08619
609-587-1199

Michael S. Morris, Esquire
19 Church Street
Lambertville, New Jersey 08530
609-773-0112.

Plaintiff Joseph Paneta was represented by:

Christopher LaMonica, Esquire
Princeton Professional Offices
44 Princeton Avenue
Brick, New Jersey 08724
Telephone: 732-836-1700

Defendants were represented by:

Michael Milstead, Esquire
Woodland Falls Corporate Park
220 Lake Drive East, Suite 301
Cherry Hill NJ 08002
856-482-1400

II. Citations:

Court of Common Pleas, Bucks County

Capsule Summary:

Our client sued his former employer under the terms and conditions of his employment contract alleging that his employment was terminated without cause.

Significance of Case:

The case is representative of highly compensated individuals our firm represents. In addition, this case is one of the few actions that actually goes to trial as the vast majority of lawsuits are settled.

Parties Represented:

At the time of this matter I was employed by Blank, Rome. We represented the Plaintiff.

Nature of Participation:

As with other matters in our Philadelphia office of Blank, Rome, I worked with a senior partner in the firm, Ronald Surkin, Esquire. I prepared: the Order to Show Cause seeking a temporary restraining order and preliminary injunction; the complaint; Plaintiff's proposed findings of fact and conclusions of law; expedited discovery order; stipulation and order of confidentiality; Plaintiff's reply to Defendant's New Matter and Counterclaim; Plaintiff's Answer; and Orders. In addition, I made several court appearances on behalf of the client.

Final Disposition of the Matter:

Plaintiff prevailed.

a) Dates of the trial:

The trial was approximately four (4) days during 1987.

b) Name of the Court and the Judge hearing the matter:

My records do not indicate the name of the Court of Common Pleas Judge for Bucks County.

c) Other Counsel:

Defense Counsel:

Ronald Surkin, Esquire
Gallagher, Schoenfeld, Surkin, Chupein & DeMis, P.C.
25 West Second Street
Media, PA 19063

Plaintiff Counsel:

Burton Spear, Esquire
Renninger & Spear
18 East Court Street
P.O. Box 844
Doylestown, PA 18901

III. Citations:

Booneville, Mississippi

Capsule Summary:

I represented the defendant corporation which produces meat products in various plants throughout the United States. At its Booneville, Mississippi plant an employee was terminated from her employment due to excessive absenteeism. After her employment termination, she claimed that defendant had violated her rights under the Family and Medical Leave Act ("FMLA"). She sued for violation of the FMLA.

Significance of Case:

If plaintiff had been successful, plaintiff's counsel had been contacted by twenty other employees of defendant and the client had an employee census of over five (5,000) thousand employees nationwide. A court ruling overturning the employment policy in

question would have had devastating consequences throughout the organization and a tremendous financial exposure.

Parties Represented:

I represented defendant in the matter. Having not been previously admitted to Mississippi, I had to retain local counsel who filed a motion pro hac vice for my admission to the Federal Court for the Northern District of Mississippi.

Nature of Participation:

In response to Plaintiff's complaint, I filed an Answer on behalf of the Defendant and propounded written Interrogatories and Request for Document Production. Thereafter, I conducted the depositions in Mississippi. Upon receipt of the deposition transcripts, I prepared and filed a Summary Judgment Motion.

Final Disposition of the Matter:

The Case was dismissed on Summary Judgment Motion in favor of Defendant.

a) Dates of the trial:

Trial was averted by way of a Summary Judgment Motion. This matter was concluded in 2000.

b) Name of the Court and the Judge hearing the matter:

Jerry A. Davis, United States Magistrate Judge
United States District Court
Northern District of Mississippi

c) Other Counsel:

Plaintiff's Counsel:

Michael D. Cooke, Esq.
106 Front Street
P.O. Box 625
Iuka, MS 38852
601-423-2000

Local Counsel who filed the Motion Pro Hac Vice on my behalf:

Robert D. Patterson
Patterson & Patterson
Attorneys At Law

Post Office Box 663
Arberdeen, MS 39730
662-369-9806

IV. Citations:

New Jersey and Mexico

Capsule Summary:

I represent defendant in all of its employment matters in North American which includes one of its subsidiaries in Mexico. Defendant's President and the corporation were sued for sexual harassment and discrimination by the divisional head of the Mexico subsidiary. The alleged sexual harassment occurred in Mexico. Plaintiff filed a lawsuit in Mexico, and with The New Jersey Superior Court and the Workers' Compensation Court. We represented the company in all three courts.

Significance of Case:

The case was complex since it involved three independent actions and the situs of the matter occurred in Mexico. The defendant and the plaintiff were foreign nationals. The language barrier for the attorneys required both Japanese and Spanish interpreters. The cultural and language differences presented unique challenges in preparing interrogatories and conducting depositions in the parties' native language.

Parties Represented:

I represented the defendants.

Nature of Participation:

I conducted the investigation of the plaintiff's sexual harassment and discrimination allegations which included: sex, mental disability, physical disability, nationality, creed and national origin. We retained local Mexican counsel to permit us participation in their legal system. My firm's representation was throughout the entire litigation which included: filing of the Answer; drafting of the interrogatories; request for production of documents; depositions; preparation of the witnesses; court appearances; and filing of motions. Indirectly, I monitored the progress of the case with Michael S. Morris, Esquire of my firm.

Final Disposition of the Matter:

We were successful in resolving all three lawsuits by the issuance of a global section 20 settlement in the Workers' Compensation Court.

a) Dates of the trial:

There were no trial dates as the matter was resolved by a joint stipulation in conjunction with a global section 20 settlement in the Workers' Compensation Court. The matter was concluded in 2004.

b) Name of the Court and the Judge hearing the matter:

Superior Court of New Jersey: James P. Hurley, J.S.C.

c) Other Counsel:

Defense counsel:

Michael S. Morris, Esquire
Covey & Associates, P.C.
19 Church Street
Lambertville, New Jersey 08530
609-773-0112

Defense co-counsel:

Robert Anderson, Esquire
Escandon, Fernicola, Anderson & Covelli
301 Main Street
Allenhurst, New Jersey 07711
732-663-1920

Plaintiff's counsel:

Douglas Knehr, Esquire
208 Bakers Basin Rd., Ste. A
Lawrenceville, NJ 08648
609-219-0676

V. Citations:

EEOC Charge

Capsule Summary:

I represented Defendant company who was sued by an employee for alleged sexual harassment. The Equal Employment Opportunity Commission ("EEOC"), while not a court, has full jurisdiction to implement many of the same remedies available to Plaintiffs as if the action was filed in a court-of-law. Due to the severity of penalties which the EEOC can impose, employers and executives take an aggressive stance in defending against these actions.

Significance of Case:

Anytime the chief executive officer is accused of misconduct there is a heightened sense of urgency. Not only is the person whose responsibility it is to oversee and enforce the employment policies brought into question, but the entire leadership of the organization is under scrutiny. Due to the potential outcomes of the case which are fraught with negative legal implications, the personal impact for a person held in high esteem by his subordinates requires handling of the matter in strict confidence yet obtaining the information necessary to defend the action.

Parties Represented:

I represented the company in conducting the internal investigation and the action before the EEOC.

Nature of Participation:

I conducted a full investigation of the matter which required extensive interviews of the company's employees and preparing a written report. In addition, I was the attorney of record with the EEOC and prepared the position statement.

Final Disposition of the Matter:

The EEOC issued a ruling in favor of the defendant.

a) Dates of the trial:

There were no trial dates. The matter was dismissed upon filing of the position statement. The matter was concluded in 2003.

b) Name of the Court and the Judge hearing the matter:

Rita D. Epperson, Enforcement Supervisor
Philadelphia District Office
U.S. Equal Employment Opportunity Commission
21 South 5th Street
Suite 400
Philadelphia, Pa 19106

c) Other Counsel:

The EEOC has staff counsel and the identity of the staff counsel in this matter is unknown.

14. If a substantial period of your practice has been before administrative boards, commissions or agencies during the past five years, identify the boards, commissions or agencies before which you have practiced and estimate percentages of practice time devoted thereto:

Federal Equal Employment Opportunity Commission
Pennsylvania Human Relations Commission
Pennsylvania Unemployment Compensation Board of Review
New Jersey Division on Civil Rights
New Jersey Unemployment Compensation Board of Review

Approximately 65% of practice time

15. If a substantial portion of your practice has been before Appellate courts during the past five years, identify the Appellate Courts before which you have practiced and estimate percentages of practice time devoted thereto:

New Jersey Supreme Court
New Jersey Superior Court, Appellate Division

Approximately 10% of practice time

16. a) Have you ever held judicial office? If so, give dates and details, including the courts involved, whether elected or appointed, periods of services, and a description of the jurisdiction of each of such courts with any limitations upon the jurisdiction of each court:

No.

b) Have you ever held public office other than judicial office? If so, give details, including the office involved, whether elected or appointed, and the length of your service, giving details:

Member of the Pennsylvania Labor Relations Board. Appointed by Governor Schweiker and confirmed by the Senate. Reappointed by Governor Rendell and confirmed by the Senate. Dates of service - 2002 to Present. First Female Member.

17. Have you ever been an unsuccessful candidate for elective, judicial, or other public office? If so, give details, including dates:

No.

18. Have you ever been engaged in any other occupation, business or profession other than the practice of law or the holding of judicial or other public office? If so, give details, including dates:

No.

19. Are you now an officer or director otherwise engage in the management of any business enterprise?

a) If so, give details, including the name of your enterprise, the nature of the business, the title or other description of your position, the nature of your duties and the term of your services.

Covey & Associates, P.C. - Law Firm. President/Owner. Practice of Law and Responsible for all aspects of managing the firm. 14 years.

Covey Morris Building LLC - Building Ownership. Partner. 2010.

b) Is it your intention to resign such positions and withdraw from any participation in the management of any such enterprises if you are elected and confirmed? If not, give reasons:

If elected and confirmed it is my intention to resign from any and all positions which conflict with the Judicial Rules of Conduct.

20. Have you ever been arrested, charged with or convicted of violating any federal law or regulation, state law or regulation, or county or municipal law, regulation or ordinance? If so, give details. Do not include summary traffic offenses:

No.

21. Are you under any ongoing federal, state or local investigation or indictment for possible violation of a criminal statute? If so, give particulars:

No.

22. Has a tax lien or other collection procedure been instituted against you by federal, state or local authorities? If so, give particulars:

No.

23. Have you ever been sued by a client? If so, give particulars:

No.

24. Have you ever been a party or otherwise involved in any other legal proceedings? If so, give the particulars. Do not list proceedings in which you were merely a guardian ad litem or stakeholder. Include all legal proceedings in which you were a party in interest, a material witness, were named as co-conspirator or a co-respondent and any grand jury investigation in which you figured as a subject or in which you appeared as a witness:

Personal Injury - I was injured in an accident.

Divorce - see answer to number 5 (b) above.

Real Estate Action - see description set forth in number 13 above.

25. Have you ever been disciplined or cited for a breach of ethics or unprofessional conduct by, or been the subject of a complaint to, any court, administrative agency, bar association, disciplinary committee, or other professional group? If so, give the particulars:

No.

26. What is the present state of your health? (If any medical condition or issue exists, you may be requested to execute a medical record authorization form as part of the interview process.)

Excellent.

27. Do any circumstances exist that would affect your ability to perform the function of the position you seek or fulfill the term of office? If so, please explain.

No.

28. Furnish at least five examples of legal articles, law review articles, briefs or other legal writings which reflect your personal work. If briefs are submitted, indicate the degree to which they represent your personal work:

Attached are the following:

Book - *The Workplace Law Advisor*

Chapters - *Tackling Sexual Harassment in the Workplace*
The Federal Equal Employment Laws

Law Review Articles - *Widener Law Journal - Contribution of the Commonwealth Court to Public Employee Labor Law: The First Forty Years*
Denver Law Review - The Enforceability of Agreements Providing for Forum & Choice of Law Selection

National Law Journal - *Whistle-Blower Protection Acts Broaden Rights to Employees*

New Jersey Law Journal - *How the Blizzard of 1996 Affected Employee Compensation*

29. List all bar associations and professional societies of which you are a member and give the titles and dates of any offices which you have held in such groups. List chairmanships of any committees in bar associations and professional societies and memberships on any committees which you believe to be of particular significance (e.g. judicial selection committee, disciplinary committee, grievance committee).

Pennsylvania Bar Association, New Jersey Bar Association and The Society for Human Resource Management. I previously had served as a Barrister in the Employment Law American Inn of Court.

30. List your experiences in teaching and lecturing, including law school, continuing legal education and to non-legal audiences.

- Commonwealth Court Historical Society Symposium February 2011.
- Developed graduate and undergraduate courses and served as an adjunct professor at Monmouth University teaching courses on Human Relations and Employment Law.
- Developed courses and served as a faculty member with the American Compensation Association teaching courses on Compensation and Employment Law.
- Taught advanced courses in Human Relations and Employment Law for the Society for Human Resource Management nationally and locally on Sexual Harassment, The Americans with Disabilities Act, The Family and Medical Leave Act, How to Conduct Proper Investigations, Proactive Management Techniques to Guard Against Lawsuits, Workplace Violence, Unlawful Discrimination, The Impact of the Family and Medical Leave on Other Laws and Employment Litigation.
- Institute of Business Law teaching about Employee Leaves of Absence.
- Presented Annual Local Government Seminar on Workplace Sexual Harassment.
- The American Compensation Association National Conference & Exposition teaching about the Family and Medical Leave Act.
- The Greater Cherry Hill Chamber of Commerce teaching on all aspects of the employment relationship from pre-hire considerations through employment termination.
- The Americans with Disabilities Task Force and The Arts teaching courses to the public and performing art centers on The Americans with Disabilities Act.
- The Association on Higher Education and Disabilities International Conference teaching on The Americans with Disabilities Act Compliance.
- Developed and taught courses nationally for management employees on Pre-Employment Inquiries, Employee Interviews, Job Descriptions, Employment Eligibility Verification, Employee Responsibility and Managerial Responsibility, Documentation and Discipline, Workers Compensation, Unemployment Compensation, Wage and Hour Laws, Family and Medical Leave Act, Leaves of Absence, Smoking Prohibition, Whistleblower Protection Acts, Civil Rights, The Americans with Disabilities Act, Employee Handbooks, Performance Evaluations, Violence in the Workplace, Sexual Harassment and Other Forms of Harassment, Plant Closing Laws, Pre-Termination Considerations, Personal Responsibility, Unionization Campaigns and Union Negotiations.
- Developed and taught courses nationally for non-management employees on Workplace Responsibilities, Violence in the Workplace, Sexual Harassment and Other Forms of Harassment, Civil Rights and Personal Responsibility.

31. List all organizations other than bar associations, professional associations or societies of which you are or have been a member, including civic, charitable, religious, educational, social and fraternal organizations:

Upper Makefield Republican Club Secretary
Upper Makefield Republican Club Treasurer

Upper Makefield-Newtown Soccer Club
Upper Makefield Baseball Association
Saint Martin of Tours Catholic Church

32. List any honors, prizes, awards or other forms of recognition which you have received (including any indication of academic distinction in college or law school) other than those mentioned in answers to the foregoing questions.

See answer to number 7 above.

33. State any other information which may reflect positively or adversely on you or which you believe should be disclosed in connection with consideration of you for an election to an Appellate Court of Pennsylvania.

I love the practice of law and have the highest regard for its value and impact on individuals. I have taken time to be learned in my practice areas and seek the best in everyone I meet. I believe education and communication are the foundation of success in all aspects of life. By living these principles daily my life has been enriched. Attached is my list of references based on letters I have received from clients and colleagues, including opposing counsel, which I provide to prospective clients. Also attached are the endorsements of my book, *The Workplace Law Advisor*, which my publisher used in marketing my book. In addition, attached is a personal note I received from my mentor, advisor and friend, President Judge David W. Craig, which I have kept all these years.

34. Why do you wish to become a Justice of Judge? What special strengths do you feel you possess that would particularly well qualify you of the position of Justice or Judge?

Why do you wish to become a Justice of Judge?

In the early stages of my law career I served as a law clerk on the Commonwealth Court to President Judge David W. Craig. He instilled in me the importance of the judicial system and its impact upon the lives of the Commonwealth citizens. Even though I would never know or meet these individuals, the court's decision would determine their future course in life. Very few individuals are entrusted with this position. I have been fortunate during my professional career to have been mentored by others who shared Judge Craig's philosophy on the importance of the legal process and the indelible marks it leaves upon the lives of clients. I desire to serve the residents of Pennsylvania and continue the values and high standards each of my mentors have imparted to me when passing upon the cases presented before the Commonwealth Court.

What special strengths do you feel you possess that would particularly well qualify you for the position of Justice or Judge?

My professional career began with the Pennsylvania Labor Relations Board as an assistant counsel and thereafter as a law clerk with the Commonwealth Court. Decisions appealed from the PLRB are argued before the Commonwealth Court. The Court's rulings on particular cases shapes the direction which the PLRB then implements its statutory obligations throughout the Commonwealth.

In my current capacity as a Member of the Pennsylvania Labor Relations Board for the past eight years I have a strong understanding of the Commonwealth Court and the importance of its rulings.

In addition, I have the unique perspective of having worked as a Commonwealth Court law clerk writing judicial decisions, briefing and arguing cases before the Commonwealth Court as a PLRB Assistant Counsel and ruling on PLRB Final Orders which may be appealed, as a matter of right, to the Commonwealth Court.

Moreover, I understand the importance of managing an office having started my own law firm fourteen years ago. My representation of multinational corporations to individuals has given me a broad prospective on the types of cases decided by the Commonwealth Court and the impact of those decisions.

In addition, I was selected to write a law review article about the history of the Commonwealth Court based upon my legal background. The article will appear in the Widener Law Journal in early 2011. See, attached article. This February I have also been chosen as a presenter at the Commonwealth Court Historical Society Symposium to be held in Harrisburg, Pennsylvania.

Combining my legal experience, legal writing, public speaking and the aforementioned philosophy engrained upon me makes me qualified to seek the position of Commonwealth Court Judge.

35. Did you sign the PBA Judicial Campaign Advertising Guidelines? (Please return signed pledge with completed questionnaire.)

Yes.