

## 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 (include zip code):

400 S. Main Street  
New Hope, PA 18938

Office telephone (include area code):

215-862-6571

Name of law firm, if associated:

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

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

N/A

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

N/A

7. List each college and law school you 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 of Appeals | 1997 |

9. Describe chronologically your law practice and experience after your graduation from law school and until you became a member of the judiciary, 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 - 2011 | 418 L&I Building<br>651 Boas Street<br>Harrisburg, PA 17121         |
| Covey & Associates, P.C.   | Owner                | 1996 - 2011 | 19 Church Street<br>Lambertville, NJ 08530                          |
| Giordano, Halleran & Ciesla  | Partner              | 1994 - 1996 | 125 Half Mile Road<br>Ste. 300<br>Red Bank, NJ 07701                |
| McCarter & English   | Associate            | 1988 - 1994 | Four Gateway Center<br>100 Mulberry Street<br>Newark, NJ 07102      |
| Blank, Rome  | Associate            | 1987 - 1988 | One Logan Square<br>130 North 18th Street<br>Philadelphia, PA 19103 |
| Commonwealth Court<br>President Judge David W. Craig<br>(Retired/Deceased) | Law Clerk            | 1985 - 1987 |   |
| Pennsylvania Labor Relations Board   | Assistant<br>Counsel | 1984 - 1985 | 418 L&I Building<br>651 Boas Street<br>Harrisburg, PA 17121         |

d) Any other relevant particulars:

I taught Monmouth University graduate students an advanced course in employment law and undergraduate students a human resources course. In addition, I had a weekly column in *The Asbury Park Press* and *The Home News* newspapers. The readership would supply questions concerning their employment which I would respond by providing practical guidance in accordance with the law.

10. a) What was the general character of your practice, dividing it into periods with dates if its character changed over the years?

The general character of my private practice was Labor and Employment Law. A large part of my practice was the prevention of litigation which included: writing or reviewing employee handbooks; conducting seminars for managers and employees; auditing employee forms to ensure compliance with Federal and State laws and regulations; and routine communication with clients as specific employee situations arose to address them properly before they presented legal problems.

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

My primary focus had been on the representation of corporations in Labor and Employment Law. These corporations ranged from multinational organizations to mid-size firms to small companies. In addition, I represented highly compensated individuals of corporations. Over the years, I also represented certain individuals who had been unfairly discriminated against in their employment.

A significant portion of my practice was investigations. I performed investigations for corporate clients who either did not have the expertise to properly perform an investigation or wanted a third party to conduct an independent investigation.

11. What judicial office do you now hold? State whether you have been appointed or elected and the dates thereto. Describe the jurisdiction of such court and any limitations thereon. Have you ever held any other judicial office? If so, please state the offices, courts and the periods of such service. Please describe the jurisdiction of each of such courts, with any limitations upon the jurisdiction of each court:

I currently serve as a Commonwealth Court Judge. I was elected for this position in 2011.

Jurisdiction of Commonwealth Court:

The Commonwealth Court is primarily responsible for matters involving state and local governments and regulatory agencies. It also acts as a trial court when lawsuits are filed by or against the Commonwealth. Cases are generally heard by panels of three judges in Philadelphia, Harrisburg and Pittsburgh, although, on occasion, they may choose to hold court in other locations. Cases may also be heard by a single judge or by *en banc* panels of seven judges. Responsible for:

- Original civil actions brought by and against the Commonwealth
- Appeals from decisions made by state agencies and the Courts of Common Pleas

12. For the last five years or portions thereof during which you have held judicial office, indicate,

- a) The nature of typical matters which came before you:

As a Commonwealth Court Judge I typically hear and decide appeals from state and local governments and regulatory agencies, and Courts of Common Pleas. I also hear and decide cases in the Commonwealth Court's original jurisdiction when the Commonwealth brings the lawsuit or is the party being sued, election law matters and other similar actions.

- b) The percentage of your time devoted to:

1. Civil: 100%

2. Criminal: 0%

3. Other: 0%

c) The percentage of your time devoted to:

1. Jury: 0%

2. Non-jury: 20%

3. Appellate argument: 80%

4. Other: 0%

d) Five of the more significant opinions you have rendered and citations thereto if the cases were reported:

*Corman v. NCAA*, 74 A.3d 1149 (Pa. Cmwlth. 2013) (*Corman I*)

*Corman v. NCAA*, 93 A.3d 1 (Pa. Cmwlth. 2014) (*Corman II*)

*Silver v. Borough of Wilkesburg*, 58 A.3d 125 (Pa. Cmwlth. 2012), *appeal denied*, 76 A.3d 540 (Pa. 2013)

*Staffmore LLC v. Unemployment Comp. Bd. of Review*, 92 A.3d 844 (Pa. Cmwlth. 2014), *appeal denied*, 2014 Pa. LEXIS 2007

*PA Game Comm. v. Seneca Resources Corp.*, 84 A.3d 1098 (Pa. Cmwlth. 2014)

13. If a substantial portion of your practice had been before administrative boards, commissions or agencies during the five years before you became a member of the judiciary, identify the boards, commissions or agencies before which you 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

14. If a substantial portion of your practice had been before Appellate courts during the five years before you became a member of the judiciary, 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

15. 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 services, giving dates:

No

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

No

17. Have you ever been engaged in any 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

18. Are you now an officer or director or otherwise engaged in the management of any business enterprise? 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 service.

Covey Morris Building LLC - Building Ownership. Partner. 2010. It is a passive investment which my husband oversees.

19. 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

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

No

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

No.

22. If requested, will you submit certified copies of your latest tax returns (including Federal Income Tax)?

I comply with the Commonwealth of Pennsylvania's annual Statement of Financial Interest reporting which I have filed since 2001.

23. Prior to taking the bench, were you ever 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 lawsuit in which I was injured in an accident.

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

Panetta v. Equity One, Inc. which involved a contract dispute over an auction of real property.

25. Have you ever been disciplined or cited for a breach of ethics or unprofessional conduct or has any complaint against you been filed with the Court of Judicial Discipline? 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:

Book - Author,

*The Workplace Law Advisor*

Chapters - Co-Author,

*Tackling Sexual Harassment in the Workplace*

Contributing Author,

*The Federal Equal Employment Laws*

Law Review Articles - Co-Author,  
*Widener Law Journal* -

*Denver Law Review* -

National Law Journal - Co-Author,

*Contribution of the Commonwealth Court to Public  
Employee Labor Law: The First Forty Years*  
*The Enforceability of Agreements Providing for Forum &  
Choice of Law Selection*  
*Whistle-Blower Protection Acts Broaden Rights to  
Employees*

I believe the PBA has copies of these works as I submitted them previously when I ran for Commonwealth Court Judge.

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, American Bar Association, Bucks County Bar Association, Commonwealth Court Historical Society and Justinian Society.

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

Commonwealth Court Historical Society Symposium

Pennsylvania Bar Institute

Widener University School of Law

Developed graduate and undergraduate courses and served as an adjunct professor at Monmouth University.

Developed courses and served as a faculty member with the American Compensation Association.

Taught advanced courses in Human Relations and Employment Law for the Society for Human Resource Management nationally and locally.

Presented Programs for the Institute of Business Law.

Presented Annual Local Government Seminar on Workplace Sexual Harassment.

Developed and taught courses for The Americans with Disabilities Task Force and The Arts.

Developed and taught program for The Association on Higher Education and Disabilities Americans with Disabilities Act Compliance.

Developed and taught courses nationally for management and non-management employees.

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/retention to an Appellate Court of Pennsylvania.

I love the law and have the highest regard for its value and impact on individuals. I believe the role of Judges and Justices is to work together with attorneys and bar associations in the search for truth and justice in providing a clear understanding of the law. I also believe that education and communication are the foundation of success in all aspects of life. I learned in the early stages of my career from President Judge David W. Craig for whom I served a judicial clerkship and which I continue to use as a guidepost today 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 decisions determine their future course in life. I understand and hold in high esteem the importance of the legal process and the indelible marks it leaves upon individual lives of all persons. I respect the fact that very few individuals are entrusted with the position of Judge or Justice. I desire to serve the residents of Pennsylvania and continue the values and high standards each of my mentors imparted to me when deciding each case.

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

I wish to become a Pennsylvania Supreme Court Justice because I possess a unique set of experiences and skills which I believe will benefit the citizens of Pennsylvania whom I desire to serve. No current Justice on the Pennsylvania Supreme Court has ever served as a Pennsylvania Commonwealth Court Judge. The regulatory and intergovernmental issues that come before the Pennsylvania Commonwealth Court affect hundreds to thousands of Pennsylvania citizens and are a significant part of the Supreme Court's docket. Adding the experience of a Commonwealth Court Judge to the Pennsylvania Supreme Court would enhance the Supreme Court's diversity and its ability to efficiently adjudicate these matters.

My work on the Pennsylvania Commonwealth Court has been to be both efficient in the administration of my chambers and to draft opinions that are specific and clear to the litigants in order to provide a clear understanding of the law to reduce the uncertainty that can bedevil some decisions, thus, lead to additional and unnecessary litigation.

Moreover, I have experience in labor relations with exposure to both labor and management perspectives in mediation. Finally, I have practiced in several states, so I bring direct experience in courts around the country to the Pennsylvania Supreme Court.

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

Yes

**CERTIFICATION STATEMENT**

The undersigned certifies that all of the statements made in this questionnaire are true, complete and correct to the best of his/her knowledge and belief and are made in good faith.

Anne E. Covey  
Type or print name

Anne E. Covey  
Signature

1/5/15  
Date