

**From:** [Shauna Ginger](#)  
**To:** [Kate Norman](#)  
**Subject:** RE: GRSB Mitigation conference call needed??  
**Date:** Tuesday, January 27, 2015 11:29:33 AM

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Kate,

Related – I just saw the invite for RD meeting in Sacramento. Do you know at this time if I'm expected to be there in person, or on the phone, or neither?

I have a conflict that day, though should be able to step out and participate if I am needed. (I will be on the road in the morning then in a meeting that afternoon regarding grouse mitigation :).

Thx,

S

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Shauna Ginger  
Ecosystem Services Biologist  
USFWS Oregon Field Office  
Portland, OR | 503-231-6949

*Learn more about USFWS & Ecosystem Services [here](#)*

**From:** Norman, Kate [mailto:[kate\\_norman@fws.gov](mailto:kate_norman@fws.gov)]

**Sent:** Tuesday, January 27, 2015 9:21 AM

**To:** Grim, Mary

**Cc:** Theresa Rabot; Michael Thabault; Drue DeBerry; Michael Fris; Nicole Alt; Shauna Ginger; Lee Corum

**Subject:** Re: GRSB Mitigation conference call needed??

I can schedule a call to discuss this and other items for the 2/10 RD meeting for Thursday (1/29/2015) at 1:00 pm MT.

I'll send the invite presently.

Thanks!

K

On Tue, Jan 27, 2015 at 10:14 AM, Grim, Mary <[mary\\_grim@fws.gov](mailto:mary_grim@fws.gov)> wrote:  
A call would be great. Thursday is wide open and I could make Friday work.

### **Mary Grim**

US Fish and Wildlife Service  
2800 Cottage Way  
Sacramento, CA 95825  
916-414-6574  
530-320-1300 (cell)

On Tue, Jan 27, 2015 at 8:47 AM, Theresa Rabot <[theresa\\_rabot@fws.gov](mailto:theresa_rabot@fws.gov)> wrote:  
I meant this week -

**From:** Thabault, Michael [mailto:[michael\\_thabault@fws.gov](mailto:michael_thabault@fws.gov)]

**Sent:** Tuesday, January 27, 2015 8:43 AM

**To:** Theresa Rabot  
**Cc:** Drue DeBerry; Michael Fris; Nicole Alt; Shauna Ginger; Lee Corum; Kate Norman; Mary Grim  
**Subject:** Re: GRSB Mitigation conference call needed??

Next week is PL meeting here. Monday is best time for me

Michael Thabault  
Assistant Regional Director  
Ecological Services  
U.S. Fish and Wildlife Service  
Mountain Prairie Region  
303-236-4210  
[michael\\_thabault@fws.gov](mailto:michael_thabault@fws.gov)

On Tue, Jan 27, 2015 at 9:25 AM, Theresa Rabot <[theresa\\_rabot@fws.gov](mailto:theresa_rabot@fws.gov)> wrote:  
Yes, I would greatly appreciate a call. Hopefully others are available, I'm actually in all week with a lot of openings the rest of the week

Noreen asked about this yesterday, and expects a report out in Sacramento -

**From:** DeBerry, Drue [mailto:[drue\\_deberry@fws.gov](mailto:drue_deberry@fws.gov)]  
**Sent:** Friday, January 23, 2015 12:17 PM  
**To:** Michael Thabault; Theresa Rabot; Michael Fris  
**Cc:** Nicole Alt; Shauna Ginger; Lee Corum; Kate Norman; Mary Grim  
**Subject:** GRSB Mitigation conference call needed??

ARD Folks,

I wanted to check in and ask if we need to schedule a conference call next week to discuss the information we provided for the ARDs in the email below?

Thanks,

Drue DeBerry  
Sage-Grouse Energy Coordinator  
U.S. Fish & Wildlife Service  
134 Union Blvd.  
Lakewood, CO 80228  
(303) 236-4264

[drue\\_deberry@fws.gov](mailto:drue_deberry@fws.gov)

On Wed, Jan 21, 2015 at 8:54 AM, DeBerry, Drue <[drue\\_deberry@fws.gov](mailto:drue_deberry@fws.gov)> wrote:  
As requested, please find attached *ARD Mitigation Review Package* containing the following information:  
1) Draft charter for the Mitigation Review Team (MRT);  
2) Goals and objectives assigned to the MRT;  
3) List of pressing policy questions for leadership consideration;  
4) Proposed process to guide Service approval of mitigation programs, including pre-listing mitigation agreements;  
and  
5) Process to review mandatory criteria for Mitigation Programs seeking pre-listing mitigation and Service approval,

including a list of near-term criteria issues that will require additional capacity to resolve.

We have also attached an initial, working draft of Standard Operating Procedures that we propose to flesh out as the Review processes become standardized.

We do anticipate that additional policy questions will emerge as we run through the review process. We specifically request clarification on the MRT's role in future "direct" local agreements (like Barrick and Sweetwater Conservation Bank) and the anticipated timeframe the MRT will operate.

- The MRT (Drue DeBerry R6, Shauna Ginger R1, Lee Corum R8)

Drue DeBerry  
Sage-Grouse Energy Coordinator  
U.S. Fish & Wildlife Service  
134 Union Blvd.  
Lakewood, CO 80228  
(303) 236-4264

[drue\\_deberry@fws.gov](mailto:drue_deberry@fws.gov)

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