


From: [Runge, Jeff](#)
To: [Stubbs, Kevin](#); [Burgess, Angela](#); [Bessken, Charlene](#); [Skorupa, Joseph](#); [Porath, Mark T](#); [McNulty, Michele](#)
Subject: Updated avoidance and minimization - draft
Date: Tuesday, August 31, 2021 5:24:17 AM
Attachments: [USFWS ABB Conservation Measures \(2021Aug30 Draft\)](#), 

Everyone,

For discussion tomorrow. While the conclusions have not changed, Mark and I tweaked the overall approach and support information. I kept some comments to show our approach to changes. There are a couple unresolved comments to discuss with the group.

Jeff