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**From:** Fahey, Bridget </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=02283DF07D154911845612E7D69172F6-BRIDGET\_FAH>  
**To:** Picco, Angela; Snyder, Caitlin; Russell, Daniel; Fris, Michael  
**Sent:** 3/8/2020 10:44:08 AM  
**Subject:** Re: Fisher final rule for your expedited review  
**Attachments:** 20200306\_FisherFinalRuleMasterDocument\_DCC.docx

Hey y'all. Attached are my comments on the fisher final rule. The team did a great job explaining the change in direction and justifying the conclusion on not warranted in the NCSO. My compliments to the authors; I'm really impressed. Most of my comments are on the responses to comments, since I'd reviewed a lot of the biology and threats analysis in the proposed rule. I have one policy concern on the application of the DPS policy, that you will see. We can discuss this (and any of my other comments that you find warrant discussion) if need be.

Thanks. Keep us informed of RD and SOL surname.

**Bridget Fahey**  
**Division Chief for Conservation and Classification**  
**U.S. Fish and Wildlife Service**  
**(703) 358-2163**

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Friday, March 6, 2020 6:57 PM  
**To:** Fahey, Bridget <bridget\_fahey@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Hi Bridget and Caitlin,

Here is the clean version as of today if it is helpful. Thanks!

Angela

--

Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490 (office)  
(916) 335-5169 (work cell)

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Friday, March 6, 2020 3:43 PM  
**To:** Fahey, Bridget <bridget\_fahey@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Hi Bridget,

We had planned for concurrent review by you and the other reviewers (even though we realize this is not typical) because of the tight timeline and so we could address all concerns as quickly as possible. I planned to brief Fris after we received your comments (and ideally addressed them) so he would get the full picture for surname.

Angela

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Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490 (office)  
(916) 335-5169 (work cell)

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**From:** Fahey, Bridget <bridget\_fahey@fws.gov>  
**Sent:** Friday, March 6, 2020 3:04 PM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Actually, do you think it might make sense for you to get RD surname today still, if that's OK with your RD? Our review typically comes after RD surname anyhow.

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Friday, March 6, 2020 5:48:20 PM  
**To:** Fahey, Bridget <bridget\_fahey@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Thanks, Bridget. I will send you a clean revised version shortly so that you can compare (if that is helpful). We were planning to get RD surname by today after we responded to your initial review (and the reviews from RSOL, Ben, R1, and Fris). It looks like this will now be early next week depending on your reviews.

Angela

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Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490 (office)  
(916) 335-5169 (work cell)

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**From:** Fahey, Bridget <bridget\_fahey@fws.gov>  
**Sent:** Friday, March 6, 2020 2:13 PM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Thanks, Angela. Sorry that we were not able to review the rule this week. Speaking for myself (and I think Caitlin's week was similar), it was a case of too many Secretarial priority projects coming to a head at once. It would be helpful if I could get the revised versions, as it may be the case that some of my comments would be redundant and already addressed. When were you thinking you would get RD surname?

In the "bad timing" department, Gary is at AFWA all next week so I'm not sure when he'll be able to review the rule. But it will help get it through DOI that Ben has looked at it, if he thinks his comments were addressed.

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Friday, March 6, 2020 5:00 PM  
**To:** Snyder, Caitlin; Fahey, Bridget  
**Subject:** Re: Fisher final rule for your expedited review

Hi Caitlin and Bridget,

I am checking in with you about the fisher final rule. Dan just let me know that he heard from Caitlin that we wouldn't get your feedback on the final rule until Monday. We had planned to respond in real time to the reviews this week so that we could get the document to Gary by Monday (per the timeline). Since we haven't received anything from you yet and it sounds like we won't hear anything until Monday, that timeline is no longer possible. As of today, we have incorporated responses to all other reviewer's feedback (RSOL, Ben Jesup, Fris, and R1), so we are just waiting on yours at this point.

Thanks,

Angela

--

Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490 (office)  
(916) 335-5169 (work cell)

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, March 4, 2020 3:34 PM  
**To:** Souza, Paul <paul\_souza@fws.gov>; Holzworth, Jody K <jody\_holzworth@fws.gov>; Senn, Michael J <michael\_senn@fws.gov>; Fris, Michael <michael\_fris@fws.gov>; Garner, Kim <kim\_garner@fws.gov>; White, Rollie <rollie\_white@fws.gov>; Henson, Paul <paul\_henson@fws.gov>; Delia, Jesse <jesse\_delia@fws.gov>; Fahey, Bridget <bridget\_fahey@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>; O'Hara, Kerry <Kerry.O'Hara@sol.doi.gov>  
**Cc:** Livingston, Sue <sue\_livingston@fws.gov>; Drake, Madeline K <madeline\_drake@fws.gov>; Hull, Josh <Josh\_Hull@fws.gov>; Russell, Daniel <daniel\_russell@fws.gov>; Willy, Elizabeth <elizabeth\_willy@fws.gov>; Glenne, Gina <gina\_glenne@fws.gov>; Eyes, Stephanie A <stephanie\_eyes@fws.gov>; Crowell, Heidi <heidi\_crowell@fws.gov>  
**Subject:** Re: Fisher final rule for your expedited review

Hello all,

Attached for your review is the Responses to Comments section for this fisher final rule. Thanks to those of you that have already given us your feedback on the final rule. Our small team is working hard to address your concerns and move this document on time. Thanks again for your help!

Angela

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Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490 (office)  
(916) 335-5169 (work cell)

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**From:** Picco, Angela <Angela\_Picco@fws.gov>

**Sent:** Friday, February 28, 2020 4:06 PM

**To:** Souza, Paul <paul\_souza@fws.gov>; Holzworth, Jody K <jody\_holzworth@fws.gov>; Senn, Michael J <michael\_senn@fws.gov>; Fris, Michael <michael\_fris@fws.gov>; Garner, Kim <kim\_garner@fws.gov>; White, Rollie <rollie\_white@fws.gov>; Henson, Paul <paul\_henson@fws.gov>; Delia, Jesse <jesse\_delia@fws.gov>; Fahey, Bridget <bridget\_fahey@fws.gov>; Snyder, Caitlin <caitlin\_snyder@fws.gov>; O'Hara, Kerry <Kerry.O'Hara@sol.doi.gov>

**Cc:** Livingston, Sue <sue\_livingston@fws.gov>; Drake, Madeline K <madeline\_drake@fws.gov>; Hull, Josh <Josh\_Hull@fws.gov>; Russell, Daniel <daniel\_russell@fws.gov>; Willy, Elizabeth <elizabeth\_willy@fws.gov>; Glenne, Gina <gina\_glenne@fws.gov>; Eyes, Stephanie A <stephanie\_eyes@fws.gov>; Crowell, Heidi <heidj\_crowell@fws.gov>

**Subject:** Fisher final rule for your expedited review

Hello all,

Attached is the fisher final rule for your review. Please note that this document does not yet include the Responses to Comments section; our small team is working on that section next, and we hope to get it to you next week (~March 4) . Under this expedited timeline, we have a single week to both complete your review and address your comments. Because of this, our small team will be responding to your concerns in real time next week (March 2-6). The document is due to Gary on March 9. Please do a big picture review of this document and leave out the small editorial issues at this point. If you are able to call me or a member of our small team to discuss any issues that come up during your big picture review, that would be best. We are not looking for track changes documents from each reviewer or even each office because we are focusing on this big picture review at this point. Sorry for the remaining highlighted sections and edits; we ran into issues with Microsoft and the document today (this is also why you are getting a pdf).

Thank you for your help and willingness to review this document in this short amount of time. Please let me or any member of our small team know if you have any questions.

Thanks again!

Angela

Fisher small team members:  
Heidi Crowell  
Madeline Drake

Stephanie Eyes  
Gina Glenne  
Josh Hull  
Sue Livingston  
Angela Picco  
Dan Russell  
Elizabeth Willy

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Angela Picco, Ph.D.  
Deputy Chief of Ecological Services and Regional Recovery Coordinator  
California-Great Basin Region 10 (formerly Pacific Southwest Regional Office-Region 8)  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
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