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**From:** Hull, Josh </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=EEC07E67E69E402394001503D62BAD4A-JOSH\_HULL>  
**To:** Russell, Daniel; Drake, Madeline K  
**CC:** Picco, Angela  
**Sent:** 3/13/2020 11:35:15 AM  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hi Dan,  
Does this work for you?  
Josh

In conjunction with the small population size of the SSN DPS, the present and ongoing threats cumulatively play a large role in reducing both the current and future resiliency of the DPS.

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**From:** Russell, Daniel <daniel\_russell@fws.gov>  
**Sent:** Friday, March 13, 2020 7:36 AM  
**To:** Hull, Josh <Josh\_Hull@fws.gov>; Drake, Madeline K <madeline\_drake@fws.gov>  
**Cc:** Picco, Angela <Angela\_Picco@fws.gov>  
**Subject:** Fw: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Good morning, Team SSN!  
Could you guys figure out how you want to word this to address PRB's issue?  
Thanks,  
Dan

\*\*\*\*\*

Daniel Russell - Regional Classification Program Coordinator  
California - Great Basin / Legacy Region 8  
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**From:** Wilkinson, Susan <susan\_wilkinson@fws.gov>  
**Sent:** Friday, March 13, 2020 6:25 AM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>; Russell, Daniel <daniel\_russell@fws.gov>; Crowell, Heidi <heidi\_crowell@fws.gov>  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hi---the syntax of the second sentence doesn't make sense, and I'm not sure how to fix it:

The SSN DPS exists in low numbers across its range and faces a variety of ongoing threats that will result in losses of individual fishers or impede population growth, including continued loss and fragmentation of habitat (i.e., from high-severity wildfire and wildfire-suppression actions, climate change, tree mortality from drought, disease, and insect infestation, vegetation management, and

development) and potential direct impacts to individuals (e.g., increased mortality, decreased reproductive rates, increased stress/hormone levels, alterations in behavioral patterns) from wildfire, increased temperatures, increased tree mortality, disease and predation, exposure to toxicants, vehicle collisions, and potential effects associated with small population size. These in conjunction with the small population size of the SSN DPS, the present and ongoing threats cumulatively play a large role in both the current and future resiliency of the DPS.

**Susan L. Wilkinson**

*Senior Regulatory Analyst*

Division of Policy, Economics, Risk Management, and Analytics; Policy and Regulations Branch

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

**Sent:** Wednesday, March 11, 2020 3:29 PM

**To:** Wilkinson, Susan <susan\_wilkinson@fws.gov>; Prigan, Sara <sara\_prigan@fws.gov>; Eanett, Jillian H <jillian\_eanett@fws.gov>; Craghead, Anissa <anissa\_craghead@fws.gov>

**Cc:** Russell, Daniel <daniel\_russell@fws.gov>; Crowell, Heidi <heidi\_crowell@fws.gov>

**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Sorry, I forgot to mention that you should please send your review back to Heidi and Dan (cc'd here) to incorporate your changes. Thanks!

--

Angela Picco, Ph.D.

Deputy Chief of Ecological Services and Regional Recovery Coordinator

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

**Sent:** Wednesday, March 11, 2020 12:28 PM

**To:** Wilkinson, Susan <susan\_wilkinson@fws.gov>; Prigan, Sara <sara\_prigan@fws.gov>; Eanett, Jillian H <jillian\_eanett@fws.gov>; Craghead, Anissa <anissa\_craghead@fws.gov>

**Cc:** Russell, Daniel <daniel\_russell@fws.gov>; Crowell, Heidi <heidi\_crowell@fws.gov>

**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hi Susan,

Attached is the fisher final rule for PRB review. Please let me know if you have any questions.

Thank you!

Angela

--

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, March 11, 2020 9:16 AM  
**To:** Wilkinson, Susan <susan\_wilkinson@fws.gov>  
**Cc:** Craghead, Anissa <anissa\_craghead@fws.gov>; Russell, Daniel <daniel\_russell@fws.gov>; Crowell, Heidi <heidj\_crowell@fws.gov>  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hi Susan,

Yes! We are cleaning it up now, and will send it to you today. Thanks!

Angela

--

Angela Picco, Ph.D.  
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**From:** Wilkinson, Susan <susan\_wilkinson@fws.gov>  
**Sent:** Wednesday, March 11, 2020 8:56 AM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>  
**Cc:** Craghead, Anissa <anissa\_craghead@fws.gov>  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hi, Angela---should we still expect to receive this rule today?

**Susan L. Wilkinson**

*Senior Regulatory Analyst*  
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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, March 4, 2020 3:01 PM  
**To:** Wilkinson, Susan <susan\_wilkinson@fws.gov>  
**Cc:** Craghead, Anissa <anissa\_craghead@fws.gov>; Eanett, Jillian H <jillian\_eanett@fws.gov>  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Yes. Thank you!

--

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**From:** Wilkinson, Susan <susan\_wilkinson@fws.gov>  
**Sent:** Wednesday, March 4, 2020 11:46 AM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>  
**Cc:** Craghead, Anissa <anissa\_craghead@fws.gov>; Eanett, Jillian H <jillian\_eanett@fws.gov>  
**Subject:** Re: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

So PRB review will be conducted concurrently with Gary's review?

**Susan L. Wilkinson**

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, March 4, 2020 2:34 PM  
**To:** Craghead, Anissa <anissa\_craghead@fws.gov>; Prigan, Sara <sara\_prigan@fws.gov>; Wilkinson, Susan <susan\_wilkinson@fws.gov>; Eanett, Jillian H <jillian\_eanett@fws.gov>  
**Subject:** Fw: Early heads up that fisher rule is coming your way and will need expedited review...thank you!

I just heard that Marcia retired, and I seem to have only sent this message last week to her...sorry!

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

**Sent:** Thursday, February 27, 2020 12:29 PM

**To:** Cash, Marcia <Marcia\_Cash@fws.gov>

**Subject:** Early heads up that fisher rule is coming your way and will need expedited review...thank you!

Hello Sue, Anissa, Sara, and Marcia,

This is a heads up that our final rule for fisher will be heading your way sometime between March 9-11. The timeline is extremely crunched because of recent changes. Our small team is finishing writing tomorrow, and we are sending it to R8 RO, R1 RO, HQ, and RSOL for concurrent review and response to issues next week. It is due to Gary March 9, and we are shooting for this date. Caitlin advised that I reach out to you to give you a heads up that this is coming in and will likely need extremely expedited turnaround, and we apologize for that. Sorry and thanks for helping us move this one through. In case you are wondering why I am involved, I was tasked with leading the small team to get this completed, so I am your POC on this one for now.

Please let me know if you have any questions, and thanks for the help!

Angela

--

Angela Picco, Ph.D.

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