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**From:** Crowell, Heidi </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=417FE0935B0649AD99A6CE278F1403AE-HEIDI\_CROWE>  
**To:** Hull, Josh  
**CC:** Russell, Daniel; Norris, Jennifer; Erickson, Peter  
**Sent:** 3/17/2020 10:23:19 AM  
**Subject:** Fw: FYI, reminder for fisher folks and SFWOre: planning to develop a recovery outline, 30 days after final rule publishes

Josh--Since the NCSO DPS is moving forward as not warranted in the rule publishing next month, I'm assuming the recovery outline obligation is now your office's responsibility. So I'm forwarding the reminder message and info that I sent to YFWO a while back. Any questions about this, please coordinate directly with Bjorn Ericson or Angela Picco. Gratz!

Also, I believe pCH work will be delayed a bit per my initial discussion with Dan about the timing...probably going to wait a bit at this point to see about potential for FOIAs and the like. I will revisit this discussion with him next month and we will keep you informed. In the meantime, if you have any questions or concerns related to pCH moving forward, please let me know.

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**From:** Erickson, Peter <Peter\_Erickson@fws.gov>  
**Sent:** Thursday, January 30, 2020 11:30 AM  
**To:** Crowell, Heidi <heidi\_crowell@fws.gov>; Ericson, Jenny <jenny\_ericson@fws.gov>; Glenne, Gina <gina\_glenne@fws.gov>  
**Cc:** Finley, Laura <laura\_finley@fws.gov>; Livingston, Sue <sue\_livingston@fws.gov>; Eyes, Stephanie A <stephanie\_eyes@fws.gov>; Willy, Elizabeth <elizabeth\_willy@fws.gov>; Schmidt, Gregory <gregory\_schmidt@fws.gov>; Picco, Angela <Angela\_Picco@fws.gov>  
**Subject:** Re: FYI, reminder for fisher folks and YFWO re: planning to develop a recovery outline, 30 days after final rule publishes

Hi,  
Thanks for being on top of it, Heidi!  
The guidance and template included are the most recent for Recovery Outlines. I'll stress that an outline, in general, is supposed to be just that - not great detail about a recovery strategy, just a quick assessment of the major threats or issues that recovery would need to address. I'm happy to work with whoever ends up working on this to develop something appropriate, which can really begin at any point after the draft is published.  
Please let me know if you have any questions,  
Thanks,  
-Bjorn

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**From:** Crowell, Heidi <heidi\_crowell@fws.gov>  
**Sent:** Thursday, January 30, 2020 11:22 AM  
**To:** Ericson, Jenny <jenny\_ericson@fws.gov>; Glenne, Gina <gina\_glenne@fws.gov>  
**Cc:** Finley, Laura <laura\_finley@fws.gov>; Livingston, Sue <sue\_livingston@fws.gov>; Eyes, Stephanie A <stephanie\_eyes@fws.gov>; Willy, Elizabeth <elizabeth\_willy@fws.gov>; Schmidt, Gregory <gregory\_schmidt@fws.gov>; Erickson, Peter <Peter\_Erickson@fws.gov>; Picco, Angela <Angela\_Picco@fws.gov>  
**Subject:** FYI, reminder for fisher folks and YFWO re: planning to develop a recovery outline, 30 days after final rule publishes

Jenny and Gina---  
Heads up, as a reminder, a recovery outline for fisher needs to be completed and available to the public (via

ECOS) 30 days after the final listing rule publishes. Please plan accordingly, especially considering our continued work necessary on fisher proposed CH after the final listing rule publishes.

I'm re-sending the email from Angela with guidance and template that she provided May 2018 (appears as the most recent in my inbox search. ANGELA OR BJORN, please respond with any new guidance/direction, if any exists.

(This is not a listing-program responsibility, so I won't be involved).

-heidi

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Monday, May 21, 2018 3:44 PM  
**To:** FW8 All ES Project Leaders <FW8AllESProjectLeaders@fws.gov>  
**Cc:** Anderson, Alison <alison\_anderson@fws.gov>; Aguilera, Amber <amber\_aguilera@fws.gov>; Brickey, Amedee <Amedee\_Brickey@fws.gov>; Beggs, Barbara <Barbara\_Beggs@fws.gov>; Grizzle, Betty <betty\_grizzle@fws.gov>; Erickson, Peter <Peter\_Erickson@fws.gov>; Bridges, Bradd <bradd\_bridges@fws.gov>; Swed, Carolyn <Carolyn\_Swed@fws.gov>; Darst, Cat <cat\_darst@fws.gov>; Colin Grant <colin\_grant@fws.gov>; Connie Fotheringham <connie\_fotheringham@fws.gov>; Rutherford, Connie <connie\_rutherford@fws.gov>; Kallstrom, Corey <corey\_kallstrom@fws.gov>; Marquez, Daniel <Daniel\_Marquez@fws.gov>; Ledig, David B <david\_ledig@fws.gov>; Tattersall, Eric <eric\_tattersall@fws.gov>; Erin Nordin <Erin\_Nordin@fws.gov>; Glenne, Gina <gina\_glenne@fws.gov>; Hazard, Gjon <Gjon\_Hazard@fws.gov>; Tarr, Glen <glen\_tarr@fws.gov>; Crowell, Heidi <heidi\_crowell@fws.gov>; James Bond <james\_bond@fws.gov>; Harter, James <james\_harter@fws.gov>; Galarreta, Jazmine A <jazmine\_galarreta@fws.gov>; Ericson, Jenny <jenny\_ericson@fws.gov>; Sjoberg, Jeri <jeri\_sjoberg@fws.gov>; Pagel, Joel <Joel\_Pagel@fws.gov>; Brandt, Joseph <joseph\_brandt@fws.gov>; Hull, Josh <Josh\_Hull@fws.gov>; Rasmussen, Josh <josh\_rasmussen@fws.gov>; Brubaker, Kathleen <kathleen\_brubaker@fws.gov>; Kughen, Katy <katy\_kughen@fws.gov>; Jensen, Karen A <karen\_jensen@fws.gov>; Laurie Sada <Laurie\_Sada@fws.gov>; Carranza, Lee A <lee\_carranza@fws.gov>; Heki, Lisa G <Lisa\_G\_Heki@fws.gov>; Roberts, Lynn M <Lynn\_M\_Roberts@fws.gov>; Drake, Madeline K <madeline\_drake@fws.gov>; Root, Mary <mary\_root@fws.gov>; Woulfe, MaryBeth <marybeth\_woulfe@fws.gov>; Baun, Matt <matt\_baun@fws.gov>; Barry, Matthew J <matthew\_barry@fws.gov>; Long, Michael J <michael\_long@fws.gov>; Senn, Michael J <michael\_senn@fws.gov>; Kanim, Nadine <nadine\_kanim@fws.gov>; Krijgsman, Robert <robert\_krijgsman@fws.gov>; Averill-Murray, Roy <roy\_averill-murray@fws.gov>; West, Sabrina <sabrina\_west@fws.gov>; Markegard, Sarah I <sarah\_markegard@fws.gov>; Vogt, Sean C <sean\_vogt@fws.gov>; Blihovde, Stefanie <Stefanie\_Blihovde@fws.gov>; Byers, Stephanie <stephanie\_byers@fws.gov>; Henry, Steve <steve\_henry@fws.gov>; Kirkland, Steve <steve\_kirkland@fws.gov>; Detwiler, Steven <steven\_detwiler@fws.gov>; Cooper, Susan E <susan\_e\_cooper@fws.gov>; Tharratt, Susie <Susie\_Tharratt@fws.gov>; Bloom, Valary <valary\_bloom@fws.gov>  
**Subject:** Fwd: DCN: 067989 - Final Recovery Outline Guidance and Template

Hello all,

Please see the attached documents for the final recovery outline guidance, template, and memo from HQ. Recovery outlines are required to be posted in ECOS within 30 days of publication of the final listing rule.

Thanks,

Angela

Angela Picco, Ph.D.  
Deputy Division Chief of Listing and Recovery  
Pacific Southwest Regional Office, Region 8  
U.S. Fish and Wildlife Service  
2800 Cottage Way, Room W-2606  
Sacramento, CA 95825  
(916) 414-6490

----- Forwarded message -----

From: <[april\\_evans@fws.gov](mailto:april_evans@fws.gov)>

Date: Thu, May 17, 2018 at 9:44 AM

Subject: DCN: 067989 - Final Recovery Outline Guidance and Template

To: [Angela\\_Picco@fws.gov](mailto:Angela_Picco@fws.gov), [Damian\\_Higgins@fws.gov](mailto:Damian_Higgins@fws.gov), [Dan\\_Cox@fws.gov](mailto:Dan_Cox@fws.gov), [Daniel\\_Russell@fws.gov](mailto:Daniel_Russell@fws.gov),  
[Ellen\\_McBride@fws.gov](mailto:Ellen_McBride@fws.gov), [mary\\_grim@fws.gov](mailto:mary_grim@fws.gov), [Michael\\_Fris@fws.gov](mailto:Michael_Fris@fws.gov), [michael\\_long@fws.gov](mailto:michael_long@fws.gov),  
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For appropriate action/distribution