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**From:** Russell, Daniel </o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=d84f6c6d50e74230b05c507f1800fb6d-daniel\_russ>  
**To:** Picco, Angela  
**Sent:** 4/22/2020 6:12:14 PM  
**Subject:** Re: draft memo language

works for me, although i'd suggest we elaborate a bit on "changed direction."

i'll see what i can do, and see what fris wants to do.  
thanks,  
dan

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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, April 22, 2020 3:04 PM  
**To:** Russell, Daniel <daniel\_russell@fws.gov>  
**Subject:** Re: draft memo language

How about this?

We drafted this note for the file to document how and why we changed direction since the publication of the revised proposed rule.

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Angela Picco, Ph.D.  
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**From:** Picco, Angela <Angela\_Picco@fws.gov>  
**Sent:** Wednesday, April 22, 2020 10:27 AM  
**To:** Russell, Daniel <daniel\_russell@fws.gov>  
**Subject:** Re: draft memo language

Hi Dan,

Thanks for developing this and sharing it with me for review. I made edits in track changes here, and I think we should discuss your questions below with Fris/Senn at the Program Updates meeting today

so we are clear on expectations.

Angela

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**From:** Russell, Daniel <daniel\_russell@fws.gov>  
**Sent:** Tuesday, April 21, 2020 4:13 PM  
**To:** Picco, Angela <Angela\_Picco@fws.gov>  
**Subject:** draft memo language

Hey Angela,

I don't know if this will hit the mark for what folks are looking for, but was the best I could come up with.

I'm uncertain on a few things:

- whether this is supposed to provide the rationale just for the changed approach to DPS, or beyond that, to the final determinations themselves.
- whether they want this written as first-person, as in "I directed staff to re-evaluate...", or as the way I have it here.
- i didn't really know how to "stitch in" Henson's email...not without going into even more detail and background than I did here!
- I don't know whether this is supposed to be "back dated" somehow, either to following the 2/4 meeting, or some other decision point subsequent to that.

I guess that's it. Sorry I'm now passing this on to you, and even more apologies if it turns out not to be what they wanted in the first place!

Let me know what you think after you've had a chance to digest this.

Thanks,

Dan

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