



# 2025 ANNUAL REPORT

**Presented to**

City of South San Francisco Planning Commission  
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# Introduction

Since it was founded in 1976, Genentech has served as the biotechnology anchor of South San Francisco. With approximately 7,800 employees working in South San Francisco, Genentech is also the City's largest employer. The company's facility growth and development in South San Francisco is guided by its 2020 Genentech Campus Master Plan and associated Development Agreement. Genentech continues to meet or exceed its Master Plan obligations. Over the last decade, Genentech has invested approximately \$5 billion in its South San Francisco campus in both infrastructure and capital projects and contributed significant community benefits to the City of South San Francisco through its Development Agreement obligations.

## Genentech Master Plan District

In late 2020, the South San Francisco City Council adopted the updated Genentech Campus Master Plan, certified the Programmatic Environmental Impact Report, and amended Chapter 20.260 of the Zoning Ordinance, which governs the Genentech Master Plan District. The Master Plan was originally established in 1995 to guide the company's growth and development of the Central Campus and to ensure that future growth would be consistent with goals and policies of the East of 101 Area Plan and the South San Francisco General Plan.

The 2020 Master Plan outlines parameters for development potential that would allow the campus to increase up to approximately 9 million square feet from the approximately 4.7 million square feet on the campus at the time of adoption, representing a total campus-wide allowable Floor Area Ratio (FAR) of 1.0. No specified time frame is established for this potential growth.

In addition, the 2020 Master Plan aims to do the following:

- It articulates a vision for new growth and development within the Campus that will serve as a general guide for the future placement and design of individual buildings and other Campus improvements over time — it is an overall development program providing the basis for future approvals.
- It fosters intensification of development and infill development within the Campus, befitting its setting on the city's eastern Bayshore and capitalizing on views and access to the waterfront.
- It promotes travel to and from the Campus using alternative modes other than single-occupant vehicles, furthering the City's transportation objectives by emphasizing off-site Transportation Demand Management (TDM) strategies, on-Campus shuttles and pedestrian and bicycle access and mobility.
- It establishes the basis for changes and amendments to the City's Genentech Master Plan District zoning regulations, intended to ensure consistency and reliability between this Master Plan Update and the City's regulatory land use tools.
- It provides the City and Genentech with flexibility to implement this Master Plan Update on an incremental, project-by-project basis, such that new elements of the Campus will

maintain or exceed the high standards of design and construction that Genentech has established at the Campus.

## Purpose of the Annual Report

The Annual Report is required by the Genentech Master Plan District ordinance, SSF Municipal Code Section 20.260.006(E). It must address, as appropriate, the status of facility-wide improvements, progress in completing the required tasks and benchmarks described in the Implementation Plan, anticipated new construction or renovation projects, projected changes in the facility usage and requirements, an update on TDM and parking needs, an update on mobile vendor (employee amenity) activities on the Genentech campus, advance notice of any proposed changes to the facility-wide development standards or design guidelines and notice of any changes that have been made to the Master Plan since the most recent Annual Report.

# 2025 Campus Development and Buildout

## 2020 Master Plan Baseline and Maximum Development

The 2020 Master Plan establishes its development baseline in Chapter 2, Land Use. Both 2017 and 2019 values for square footage of building space are provided in the plan. The Master Plan’s Environmental Impact Report (EIR) utilized a 2017 baseline, but these values were updated for presentation in the plan itself in 2019 when final drafts were being prepared. Moving forward, the 2019 square footage baseline will be referred to in the Annual Report, unless specific references to buildout used in the EIR are required.

The 2020 Master Plan permits a maximum campus-wide buildout of 9,008,000 square feet and a total floor area ratio (FAR) of 1.0. The FAR calculation does not include childcare facilities, which are exempt from FAR limitations per the General Plan. Unlike previous Master Plans, the 2020 Plan does not specify how the square footage must be distributed by subcampus or by land use type; it may be allocated to any permissible use anywhere within the campus boundaries.

## 2025 Net Square Footage and Floor Area Ratio Change

Genentech did not construct or demolish any buildings in 2025. No net new square footage was added to the campus this year. Other development activity was limited to upgrades and maintenance of existing facilities.

Table 1, below, shows the 2019 baseline square footage and campus-wide FAR and the totals for 2025, compared to the total permissible buildout under the Master Plan. The FAR calculation includes segments of campus roadways purchased by Genentech in 2025, increasing the total campus size from 206.8 to 208.1 acres. The 2025 square footage total is less than baseline because of net square footage loss (demolition) that occurred in 2020 and 2024.

**Table 1: Baseline and Net Buildout, 2025**

	2019 Master Plan Baseline (rounded)	2025 Total	Allowed at Buildout
Subtotal Square Footage	4,845,000	4,747,246	9,008,000
FAR	0.54	0.53	1.0
Plus Childcare	124,000	124,000	124,000+
Total Square Footage	4,968,000	4,871,246*	9,008,000+
Notes: Baseline sq. ft. rounded. Total allowable buildout and FAR does not include childcare. * Does not include 333 Point San Bruno Blvd. (acquired 2023) or 525 DNA Way (acquired 2024) square footage.			

## Leasing and Purchasing Activity

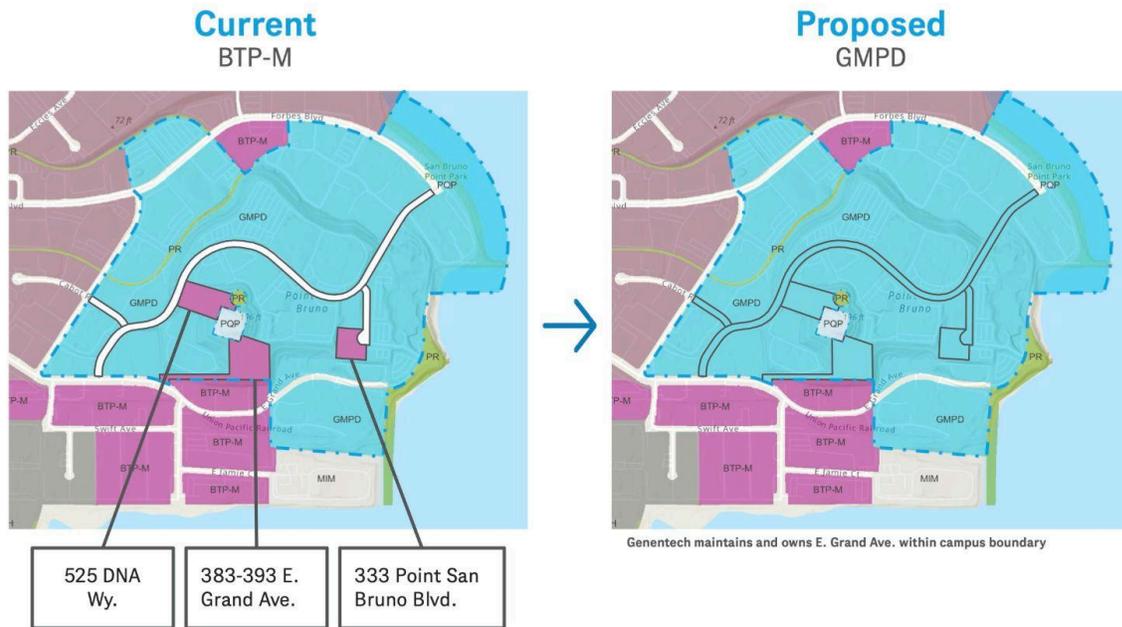
The Master Plan area primarily covers the Genentech Master Plan Zoning District, though Genentech leases some properties elsewhere in the East of 101 District. The Annual Report also includes updates on these leased properties. Although most land in the Zoning District is owned by Genentech, leased properties within the District are also subject to the Master Plan if controlled by Genentech.

In 2025, Genentech modified the Master Plan to allow for privatization of select public campus roadways within the campus (DNA Way, Point San Bruno Boulevard, and one block of Cabot Road between Allerton Avenue and DNA Way). As a part of this action Genentech rezoned these roadways and the private properties acquired in 2023 - 2025 (333 Point San Bruno Boulevard, 525 DNA Way, and 383 East Grand Avenue) to the Genentech Master Plan District.

**Image 1: Vacated Public Street Segments**



Image 2: Approved Zoning Map Amendments



### Within Master Plan Boundary

There were no new leases within the Master Plan boundary during 2025. There was one new purchase within the Master Plan boundary during 2025 (383 East Grand Avenue).

### Outside Master Plan Boundary

There were no new purchases or leases outside the Master Plan boundary during 2025.

## Upcoming Development

### Upcoming Development Activity

In 2026, Genentech filed a Conditional Use Permit, Design Review, and Tentative Subdivision Map application for a proposed research and development project located at 305 DNA Way. The proposed project is expected to open in 2033.

# Transportation Demand Management and Parking

Genentech completes an annual cordon count of vehicles entering campus, a transportation mode share analysis, and a parking inventory/occupancy count. Reflecting the post-pandemic work environment, Genentech uses 2022 as a baseline for commute patterns. The 2025 cordon count, mode share analysis, and parking count were conducted during the week of October 20, 2025 by a third party. Results are included in this report.

## Transportation Demand Management and Mode Split

A typical week in late October 2025 was selected for the cordon count. During this week, the average number of workers arriving at the South San Francisco site during the AM peak hour was approximately 4,549, or just over 58 percent of the total population (Figure 1). Of these arrivals to campus, about 66.7 percent drove alone, and about 33.3 percent took an alternative mode of transportation (Figure 2). Of those taking alternative modes, the Genenbus (commuter coaches) accounted for just over 60 percent of trips. Carpooling was second most popular, at about 17 percent. Approximately 9.5 percent took the GenenBus transit connectors, which are the buses serving the Glen Park BART station, the Millbrae Caltrain/BART station, and the South San Francisco ferry terminal. As this trip accounts for workers' last leg of their journey, it is not known what mode of transportation they took prior to getting on the transit connector, but is generally assumed to be a mix of public transportation modes. Walk, bicycle, and Genentech ferry each accounted for about three percent of total alternative mode trips (Figure 3).

Figure 1: Total SSF Genentech Population Work Location

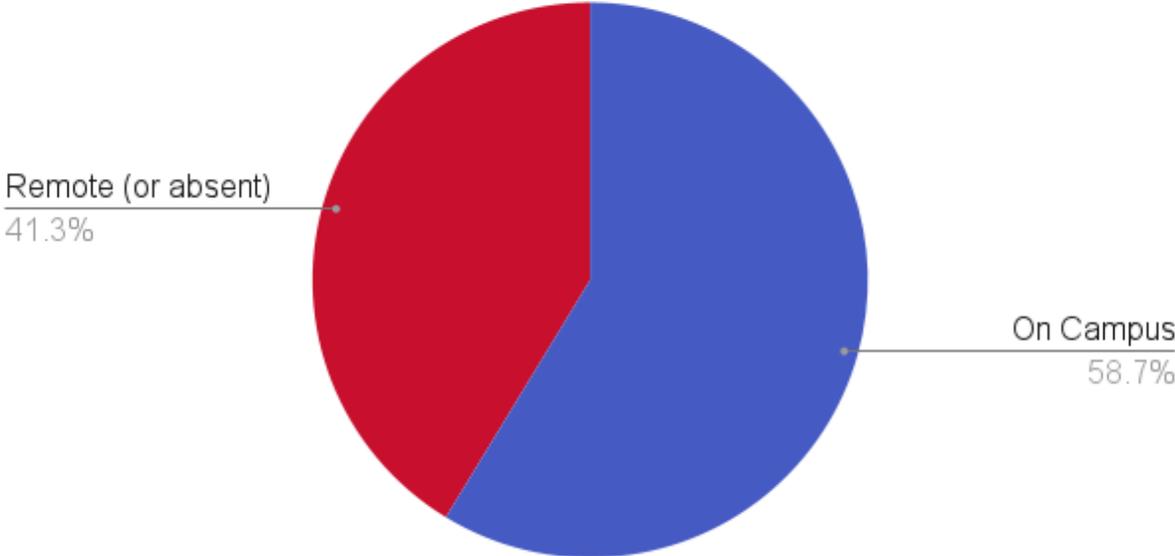
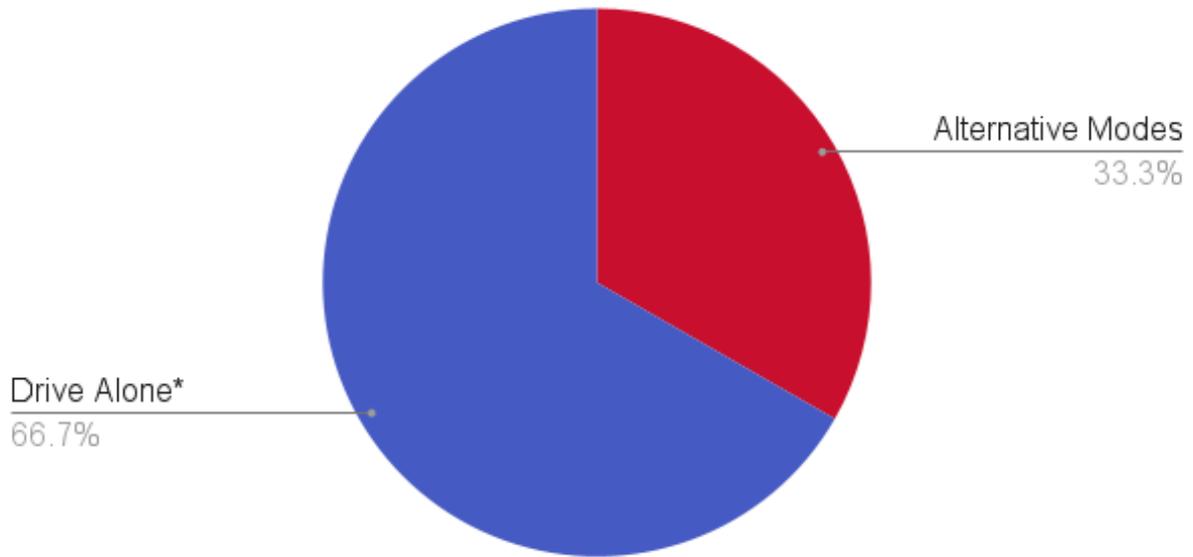
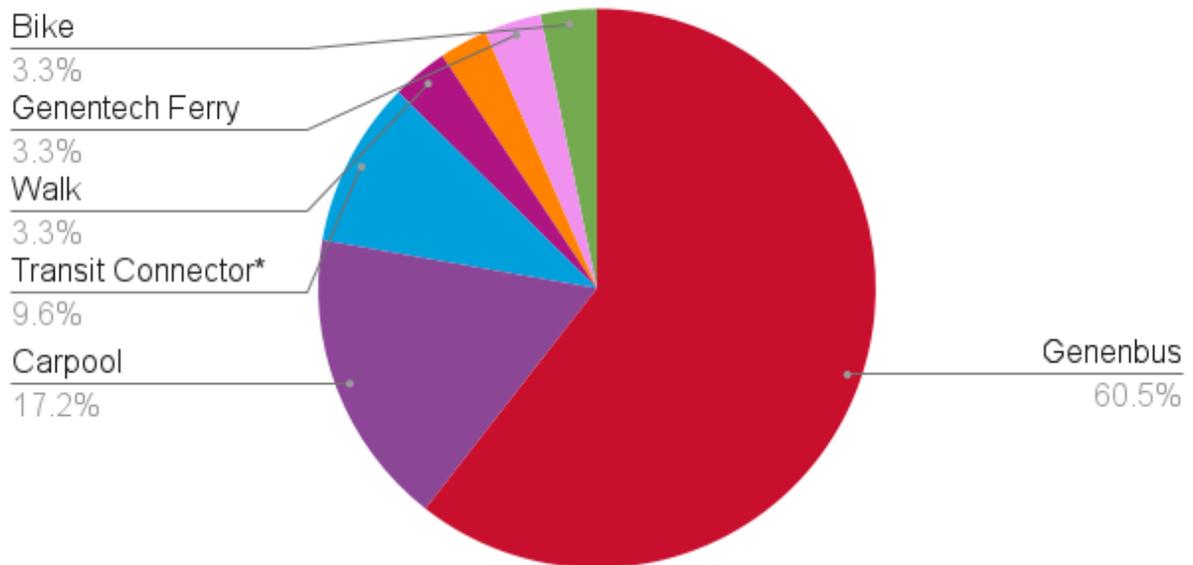


Figure 2: Drive Alone Rate, On-Campus Population



\*Motorcycle and Taxi/Rideshare included in total drive alone trips per South San Francisco TDM Guidelines.

Figure 3: Alternative Mode Split, On-Campus Population



\*Transit Connector: GenenBus serving Glen Park BART, Millbrae Caltrain/BART, and South San Francisco Ferry Terminal.

The drive-alone rate reached 66.7 percent in 2025, which is an increase from 61 percent in 2023 and 64 percent in 2024 (Figure 4). This trend reflects the ongoing variability of post-pandemic commute patterns and underscores the necessity of expanding alternative transportation options. When remote work and absences are categorized as avoided trips, the overall alternative mode split increases to 59 percent. This figure includes nearly 36 percent from remote work or absences and 23 percent from physical alternative travel modes used to reach the campus (Figure 5). These patterns highlight the importance of remaining adaptive to evolving employee behaviors and commute preferences.

Figure 4: Drive Alone Rate Over Time

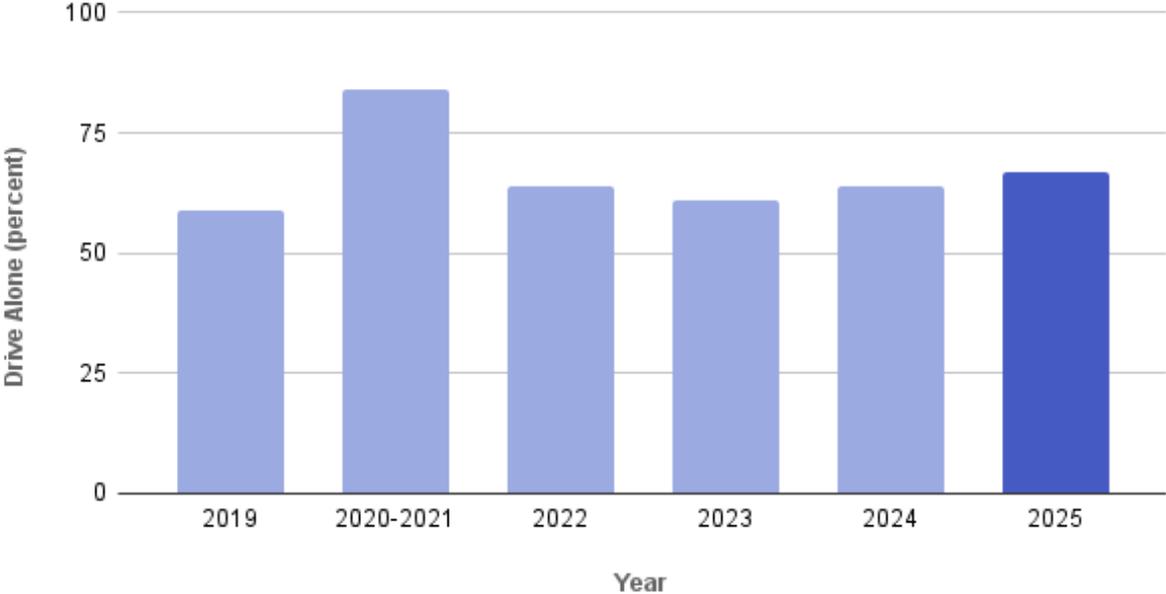
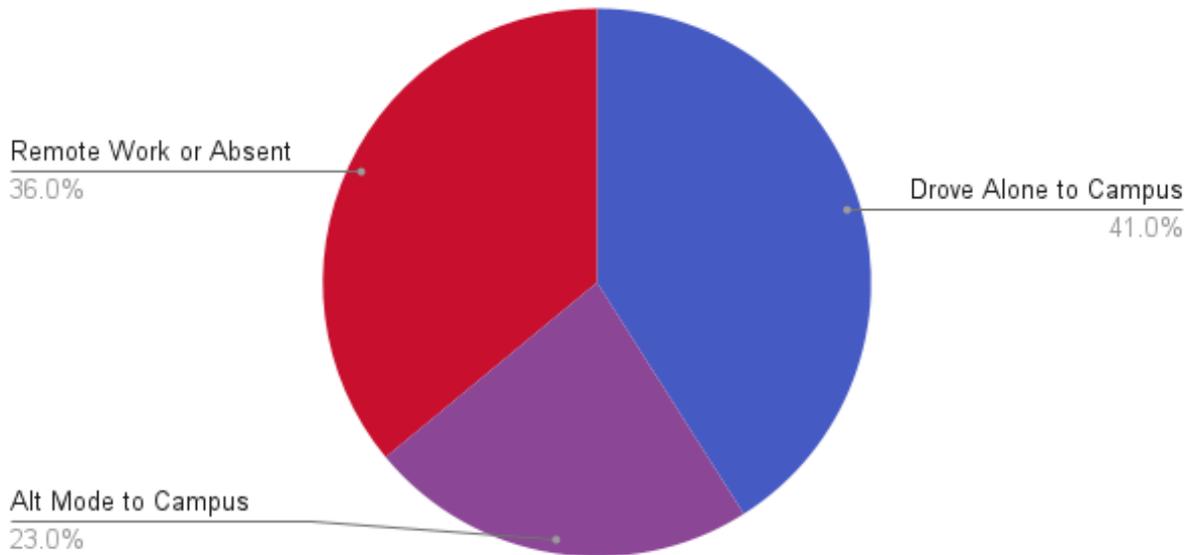


Figure 5: Total Mode Split, Including Remote Work



## Trip Cap

The 2020 Master Plan establishes a trip cap, which limits daily AM peak hour single occupancy vehicle (SOV) trips to the campus to no more than 5,216. Compliance with the trip cap is determined via the cordon count, which reported an average of 1,718 AM peak hour SOV trips, well below the limit set by the Plan. The total daily inbound trips was an average of 8,703.

The decrease from the 2024 reported total (3,454) is primarily due to calculation adjustments. Previous counts utilized complete "peak period" data rather than peak hour data. The 2025 analysis focuses strictly on the AM peak hour as defined by the Master Plan. The current figure represents the sum of all SOV trips entering and exiting the campus during that specific hour. This refined approach ensures consistency with South San Francisco TDM standards.

## Parking

A formal parking inventory/occupancy count was conducted in 2025 over the same days as the cordon count. Overall occupancy across all space types (regular employee, carpool, visitor, ADA, etc.) was approximately 61 percent across approximately 6,446 spaces. With an average of 3,035 people commuting by car and flexible work schedules available to many business functions on the site, parking availability is not a concern. Moving forward, and consistent with the Master Plan's policy direction, Genentech's strategy focuses on optimizing land use by shifting parking from the campus center to peripheral locations. Genentech will maintain a stable parking supply and ensure future growth is supported by a distributed and accessible parking network.

# Proposed Changes to Development Standards or Design Guidelines

None at this time.

# Mobile Vendor and Employee Amenity Activities

No changes at this time.

# Addition or Removal of Lots from the Master Plan District

No properties were removed from the Master Plan District in 2025.

In 2025, Genentech added several properties to the Master Plan District, including streets within the District (DNA Way, Point San Bruno Boulevard, and one block of Cabot Road between Allerton Avenue and DNA Way) and properties acquired in 2023 - 2025 (333 Point San Bruno Boulevard, 525 DNA Way, and 383 East Grand Avenue). The campus size increased from 206.8 acres to 225 acres; however, the Genentech campus maximum buildout did not change.

# Development Agreement

In 2025, pursuant to the Development Agreement associated with the Master Plan, Genentech completed the following payments to the City.

*Prepayment of development impact fees:*

- Housing: \$1.5 million

*Contribution of \$250,000 towards the South San Francisco Civic Community Fund to provide resources to local community-serving organizations and events. The Civic Fund is committed to driving equitable change by supporting organizations deeply rooted in South San Francisco and San Mateo County. Through this fund, Genentech invests in nonprofits that strengthen neighborhoods, uplift underrepresented voices, and deliver impactful programs aligned with community priorities. These organizations are trusted partners that bring innovative solutions to complex challenges, working collaboratively to improve the quality of life of South San Francisco and San Mateo county residents. 2025 funded recipients include:*

- Organization: Boys & Girls Clubs of the Peninsula | Program: BGCP SSF Expanded Learning Programs

BGCP Future Grads program supports first-generation college-bound students from their sophomore year of high school to and through their post-secondary education. Their

vision is that every student in our program graduates from the post-secondary program of their choice and that we enable them to choose from a universe of possibilities.

- Organization: California Law Enforcement Columbia Association | Program: Festa Italiana 2025-South San Francisco

The SSF Festa Italiana is designed to encourage everyone to have a fun and wholesome day of music, culture and food. This event brought together more than 2,500 SSF residents to celebrate Italian music, food, dancing, and engage with local small businesses and their community.

- Organization: City of South San Francisco | Program: South San Francisco Lunar New Year Night Market

The City of South San Francisco has conducted significant community engagement to downtown property owners, merchants, visitors, and employees with the goal of bringing enhanced revitalization efforts to South San Francisco's downtown. The City seeks to leverage the Downtown Lunar New Year Night Market as an opportunity to activate a vacant breezeway property, in the heart of downtown on Grand Avenue, by holding an evening night market event to bring more people downtown with the goal of supporting local merchants.

- Organization: City of South San Francisco | Program: Concert in the Park

The Concert in the Park event allowed community members to come together and build their ties. More than 4,000 attendees interacted with one another, shared their mutual interests, supported local vendors, learned about important resources, and created memories. This event helps to develop a sense of belonging, community, and friendship. Live music promotes well-being by reducing stress and enhancing people's overall mood.

- Organization: South San Francisco Library | Program: Summer Learning Challenge 2026

The Library's Summer Learning Challenge aims to address the summer learning gap by keeping kids engaged in reading and learning. Throughout the summer, they will distribute free books to children and teens and schedule fun and educational programs and activities, including STEM programming, and host visits from summer camps and preschool and school sites that include hands-on activities.

- Organization: Cultura Fest (Fiscal Sponsored by El Concillo of San Mateo County) | Program: Cultura Fest

Cultura Fest is a vibrant celebration and cultural movement that empowers Salvadoran and Latin American heritage through live art, music, and community connection. This free event aims to counter negative narratives by showcasing the innovation and success of Latino artists while inspiring youth to explore their heritage. By blending traditional performances with a festive parade and family activities, the festival fosters a deep sense of belonging and connects residents with vital local resources.

The festival is a collaborative effort between El Concilio of San Mateo County, the South San Francisco Chamber of Commerce, and College Advising Prep, in partnership with the City of South San Francisco. Fiscally sponsored by El Concilio—a 501(c)(3) nonprofit with 45 years of service—the event leverages the organization’s deep expertise in serving the region’s diverse immigrant and non-English speaking populations. El Concilio is a local leader in civic engagement, managing initiatives like the Community Collaborative for Children’s Success and providing essential safety net services.

- Organization: LEAP Arts in Education | Program: LEAD Sandcastle Competition

Leap Arts in Education is a prominent San Francisco-based nonprofit established in 1979 in response to severe California budget cuts that effectively removed arts from the elementary school curriculum. For over 45 years, the organization has worked to ensure that the arts remain a fundamental part of every child’s education, providing high-quality residency programs that empower students to reach their fullest potential. By placing professional teaching artists—including painters, musicians, dancers, and architects—directly into classrooms, Leap provides hands-on learning experiences that go beyond traditional art skills. Their programs are specifically designed to foster 21st-century essentials like critical thinking, collaboration, and self-confidence, helping students build the resilience and creativity needed for lifelong success.

Today, Leap serves over 10,000 students across more than 30 Bay Area schools annually, with a strategic focus on supporting low-income Title I schools and disrupting systemic barriers to educational equity. Their multidisciplinary curriculum covers seven key areas: visual arts, performing arts, music, dance, theater, creative writing, and architecture. A signature of their community engagement is the annual Sandcastle Classic at Ocean Beach, the largest sandcastle competition in Northern California, which brings together architects, engineers, and students to raise vital funds for school programs. Through initiatives like the Racial Justice Training Institute (RJTI), Leap continues to evolve, ensuring their teaching methods remain culturally responsive and deeply impactful for the diverse communities they serve.

- Organization: Moonstar Charitable Organization | Program: Hot Meals for the Underserved

Moonstar Charitable prepares and serves hot, nutritious meals to underserved communities through partnerships with local nonprofit organizations. With donated ingredients from Second Harvest, we create multicultural dishes that reflect the diversity of our community. Our meals support unhoused individuals, seniors, and low-income families across the Bay Area. Through food, we fight hunger, reduce waste, and nourish both body and soul.

- Organization: YMCA Community Resource Center (Part of the YMCA of Greater San Francisco) | Program: Transportation Assistance Program

The YMCA Community Resource Center exclusively serves those who are economically challenged from under-resourced and marginalized communities in northern San Mateo

County. This program provides monthly bus passes to CRC clients in need of transportation support to be able to go to work, take their children to school, make medical appointments, and be able to run essential errands like grocery shopping.

- Organization: YMCA of San Francisco | Program: Gateway Child Development Center Hot Lunch Assistance Program

The YMCA Child Development Centers create nurturing environments that enrich the "whole child" while providing a foundational support system for the entire family. As part of the YMCA of Greater San Francisco, our Early Childhood Education programs offer high-quality, professional care for infants, toddlers, and preschoolers, with a primary focus on strengthening emotional bonds. By providing developmentally appropriate activities, we ensure growth across all key domains: social-emotional, physical health, language, literacy, and cognitive development.

The Gateway Child Development Center, a branch of the Peninsula Family YMCA, has served the South San Francisco community since 2004. Located in the heart of the biotech corridor, Gateway was established to meet the high demand for childcare among families who live and work in the area. Today, we serve a diverse, mixed-income population; however, the high cost of living in San Mateo County remains a significant barrier. Currently, 25% of our enrolled children (28 out of 111) rely on fully subsidized tuition via third-party vouchers to access our services.

While we believe proper nutrition is a fundamental right and crucial for school success, a funding gap exists in our meal program. Although we provide free morning and afternoon snacks, we currently lack the resources to offer free hot lunches, which cost \$125 per month per child. With the support of Genentech, we aim to bridge this gap by offering hot lunches on a sliding scale of \$0 to \$85 for our 28 lowest-income families. This partnership would ensure that our most vulnerable students have the consistent, healthy nutrition necessary for their physical and cognitive development.

- Organization: CuriOdyssey | Program: STEM Education at CuriOdyssey

CuriOdyssey's STEM Education Programs provide hands-on science learning experiences for K-12 students throughout San Mateo County. Located at Coyote Point Recreation Area in San Mateo, CuriOdyssey is a science museum and zoo where students explore scientific concepts through interactive exhibits, live animal encounters, and educational programs. We offer school field trips, on-site science workshops, seasonal camps, homeschool sessions, and classroom visits, serving almost 11,000 students in FY25 through these programs.

Most Bay Area elementary school students receive less than 1.5 hours of science instruction per week, with limited access to hands-on learning. Our programs help close this gap by making high-quality STEM education more accessible, especially for children from under-resourced schools and low-income families. We partner with dozens of public schools across San Mateo County, including many Title I schools, and offer both on-site experiences and educator visits to classrooms. Over the past few years, we have

welcomed students from a variety of local schools, including Sunshine Gardens Elementary, Ponderosa Elementary, and All Souls Catholic School in South San Francisco. To ensure access for all, we provide scholarships, translated materials, and inclusion support for children of all backgrounds and abilities.

Our mission is to inspire love for science and curiosity about the world to create a brighter future, and we are committed to developing the next generation of scientists and innovators. All of our programs are designed to encourage kids to think critically, learn by doing, and have fun while building confidence in their own abilities. Our STEMCorps initiative builds on this work by pairing 4th and 5th grade students with professional STEM mentors, providing training for teachers, and offering leadership experiences for high school students.

- Organization: Izzi Early Education | Program: Izzi Early Education Family Fun Day 2026

Izzi's Family Fun Day is a beloved annual event for the approximately 600 historically marginalized families we serve across San Mateo County. Held each April close to the Week of the Young Child, the event brings children, families, and staff together for a joyful day of music, dance, games, and cultural celebration that fosters connection, pride, and resilience.

First launched in 2019 and most recently held in 2025, Family Fun Day is now becoming a cornerstone tradition. In 2026, we aim to expand attendance by 25%, deepen partnerships with San Mateo County-based organizations, and enhance multilingual and multicultural programming. Although only 20% of our staff and families live and/or work in South San Francisco, 100% of our staff and families live in San Mateo County.

- Organization: P.I.E.F.E.S.T Limited | Program: Pixel Navigators

Pixel Navigators is a culturally grounded STEAM initiative designed to immerse children and youth in the dynamic world of technology through coding, digital storytelling, and collaborative game development. Through a hands-on curriculum and mentorship from tech professionals, participants will explore digital innovation. Activities include coding workshops, game design labs, robotics challenges, and tech leadership seminars.

- Organization: San Bruno Library | Program: San Bruno Library Summer Reading Program

The San Bruno Library's 2026 Summer Reading Program, aims to boost literacy and counteract summer learning loss through book giveaways, special events, and a scholarship raffle.

- Organization: San Mateo Public Library | Program: San Mateo Celebrates

San Mateo Celebrates is a free, public festival co-produced by the San Mateo Public Library Foundation and the San Mateo Public Library. It's a joyful, intergenerational event that welcomes people from across San Mateo County to explore storytelling, culture, and civic life together. Each spring, we transform the Library into a vibrant community space

with live performances, author talks, hands-on activities for all ages, and moments that center local creativity and shared identity.

San Mateo Celebrates is intentionally county-facing. While our Library officially serves San Mateo and Hillsborough, the festival, held in the heart of the mid-Peninsula, is designed to be welcoming and relevant for the broader region.

- Organization: Daly City Public Library Associates | Program: Encouraging Early Literacy: Revitalizing the Library Children's Room

Daly City Public Library Associates requests funding to support updates to the children's area of Daly City's main library. The children's area has not been updated for over 30 years and no longer meets the interests or needs of today's children and families. Advances in early childhood education highlight the importance of creating engaging and inclusive spaces that support diverse learning styles. Updating this area with modern furniture and interactive features will foster early literacy and inspire a lifelong love of reading.

Our specific request for the SSF Civic Fund is for soft seating, reading nooks, and interactive play elements that fit our new children's area nature theme. Wall-mounted, interactive wooden trees, tree-trunk stools, playhouse cubes, and more will create a welcoming environment to encourage children and families to spend more time exploring and learning at the library.

- Organization: Rise South City | Program: Growing South San Francisco's Tree Canopy

Rise South City's Tree Planting & Stewardship Program is a community-led initiative dedicated to expanding the urban tree canopy and advancing environmental justice in South San Francisco's most impacted neighborhoods. By hosting tree-planting events and "Tree Talk" community forums, the program engages residents—particularly within Latinx and Filipinx communities—to deepen public awareness of the vital health and climate benefits provided by urban forestry. This model connects greening efforts to broader issues of social and racial equity, ensuring that environmental improvements are rooted in community dialogue and resident input.

At the heart of the initiative is a focus on long-term stewardship and local ownership. Through a neighborhood-based "Tree Guardian" model, the program trains youth, Promotoras, and elders to provide ongoing care for newly planted trees, ensuring their survival and fostering a deep sense of investment in the local landscape. By collaborating with the City of South San Francisco, local businesses, and partners like Genentech, the program is building a sustainable, community-driven urban forestry model that aims to serve as a scalable blueprint for climate resilience and transportation justice throughout the region.

*Additional background on the Civic Community Fund is provided in the Appendix.*

# APPENDIX

## South San Francisco Civic Community Fund Additional Information

### Overview

The goal of Genentech's SSF Civic Community Fund is to support programs that serve South San Francisco residents and events that enhance South San Francisco residents' sense of pride and community. Organizations are invited to complete a short funding proposal if they meet the criteria and requirements for the fund.

### Eligibility Criteria

- Program or event primarily serves SSF residents or enhances and strengthens the SSF community (defined as 30%+ of program services/hours serving SSF residents, or 30%+ event attendees live or work in SSF )
- Request is within the \$5K minimum ~ \$25K maximum
- Program or event takes place in SSF, or reasonably accessible to SSF residents (i.e. have an office or extensive presence in North County - SSF, Daly City, San Bruno, Pacifica, Brisbane)

### Funding Requirements

The organization must be recognized by the IRS as a tax exempt, public charity under sections 501(c)(3) and 501(c)(6) of the Internal Revenue Code and be located in the United States; or be a US governmental organization (such as public schools, public colleges and universities, public hospitals and federally recognized Indian tribal governments).

### Funding Restrictions

In order to be eligible for this type of funding through the SSF Community Fund, the organization must not be:

- A healthcare or medical organization connected to a prescribing entity
- A political or sectarian organization
- A for-profit or commercial entity
- An organization currently receiving other charitable grant funding from Genentech

In order to be eligible for this type of funding, the funding must not be used for:

- Capital campaigns/building funds
- Individuals

- Professional sports events or athletes
- Religious purposes

An organization with a written policy to discriminate based on race, religion, gender, gender expression and/or identity, age, national origin, disability, marital status, sexual orientation, military status, or any other protected status is ineligible for funding.