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## Population, Housing and Employment

This chapter evaluates the potential impacts of the Master Plan Updated (the Project) related to population, employment and housing. This chapter describes the existing population, employment and housing characteristics of the Project Area and its surroundings, and evaluates the extent to which the Project may affect these characteristics.

Setting information is derived from the following primary sources:

- the US Census Bureau, American FactFinder for the years 2012 through 2016, and the 2012 Economic Census
- General Plan of the City of South San Francisco
- the City of South San Francisco *East of 101 Area Plan*
- Metropolitan Transportation Commission (MTC) and ABAG, *Plan Bay Area 2040 (including the Supplemental Report, Land Use Modeling)*, 2017

This analysis is limited to those socio-economic issues that could result in a direct change to the physical environment (pursuant to CEQA Guidelines Section 15131).

### Environmental Setting

Population, housing and employment data are available on city, county, regional and state levels. This chapter of the EIR relies on data at the city level for analysis relevant to the City of South San Francisco, as well as broader countywide and regional data that provides greater context and is relevant to Genentech's broader, regional employment characteristics.

#### Existing Conditions

##### South San Francisco

##### *Population*

The Census Bureau's 10-year Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties and cities. According to the 2010 U.S. Census, the City of South San Francisco had a population of 63,632 people in 2010.<sup>1</sup> The Census Bureau's American Community Survey (ACS) produces population, demographic and housing unit estimates on an annual basis. According to the ACS, the City of South San Francisco had a population of 63,752 people in 2010, which has increased to 67,429 people by the most recent estimate period in 2017.<sup>2</sup> This represents an increase of approximately 3,680 people over the past seven years, or an annual average increase of approximately 0.8%.

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<sup>1</sup> US Census Bureau, American FactFinder, at: [https://factfinder.census.gov/faces/nav/jsf/pages/community\\_facts.xhtml](https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml)

<sup>2</sup> <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

The Census Bureau's ACS also produces data about employment characteristics. According to the ACS, the City of South San Francisco had 31,869 employed residents in 2010. The majority of these employed residents (approximately 76%) worked outside of the city and had an average commute time of about 25 minutes. By 2016, South San Francisco had 35,247 employed residents, about 79% of whom worked outside of the city limits, with an average commute time of about 27 minutes.

#### *Housing and Households*<sup>3</sup>

The Census Bureau's ACS also produces estimates of the number of households, household size and housing units. According to the ACS, the City of South San Francisco had 21,576 housing units and 20,831 households, with an average household size of 2.97 persons per household in 2010. These housing characteristics increased to 22,106 housing units and 21,006 households with an average household size of 3.14 persons per household, by year 2016. This represents an increase of approximately 530 housing units over that six-year period, or an annual average increase of 88 housing units per year, or approximately 0.4% per year.

#### *Employment*

According to the City of South San Francisco web site, the economy of South San Francisco employed 35,247 people in year 2016. This employment estimate is generally in line with employment as estimated by ABAG, which estimated 38,700 total employees in South San Francisco in its *2017 Plan Bay Area 2040 Final Supplemental Report* for land use modeling.<sup>4</sup>

South San Francisco is the heart of the Bay Area's biotechnology and life sciences industry. Although the US Economic Census breaks out South San Francisco's job numbers according to standardized North American Industry Classification System (NAICS) categories, a large number of employees within these NAICS categories are specifically employed by biotechnology companies, most of which are clustered in the East of 101 Area. According to City publications, South San Francisco is the largest, fastest-growing biotechnology cluster in the world, with more than 200 existing biotechnology firms employing over 20,000 people. The majority of South San Francisco's biotechnology companies are in the medical sector (biotechnology-based pharmaceuticals), and involve research and development of applications for drugs and therapies, as well as the manufacturing of medical devices and other research consumables. Sixty-one percent of the City's biotech companies specialize in biopharmaceutical research and development. Other companies are in the agricultural, industrial or environmental biotechnology fields.<sup>5</sup>

#### *Genentech Jobs*

Genentech is one of the largest biotechnology-based pharmaceutical companies in the world, discovering, manufacturing and delivering to the market multiple types of medicines used to treat serious or life-threatening medical conditions in the areas of oncology, immunology, neuroscience, metabolism and infectious disease. Under current baseline conditions, Genentech's direct employment (or headcount) is approximately 12,420 people, including employment at the Genentech Campus (the Project site) as well as in leased space at the Gateway Business Park. These employees include approximately 12,420 people, including 2,830 lab workers, 8,300 office-based workers and 200 workers within the various on-Campus amenities and

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<sup>3</sup> A household is defined by the U.S. Census as, "a group of people who occupy a housing unit." A household differs from a dwelling unit because the number of dwelling units includes both occupied and vacant dwelling units. Not all of the City's population lives in households. A portion of the population lives in group-quarters (such as boarding and care facilities) and others are homeless.

<sup>4</sup> ABAG, *2017 Plan Bay Area 2040 Final Supplemental Report for Land Use Modeling*, page 43, accessed at: <http://2040.planbayarea.org/reports>

<sup>5</sup> <http://www.ssf.net/our-city/biotech>

services. On a regular basis, there are also as many as 2,500 additional consultants, service workers and visitors, such that the daily population at the Campus is approximately 15,000 people.

#### San Mateo County

San Mateo County had an estimated population of 719,899 people in 2010, and increased to 771,410 people at the most recent estimate period in 2017. This represented an increase of approximately 51,500 people over that seven-year period, or an annual average increase of approximately 1.0%.<sup>6</sup> San Mateo County had approximately 270,039 housing units and 255,758 households in 2010, with an average household size of 2.72 persons per household. These housing characteristics increased to 273,798 housing units and 261,010 households by year 2016, with an increased average household size of 2.85 persons per household. This represented an increase of approximately 3,759 housing units over that six-year period, an annual average increase of 626 housing units per year or an annual increase of approximately 0.2% per year.

According to the PBA 2040, San Mateo County was estimated to have approximately 343,300 jobs as of 2010.<sup>7</sup>

#### Bay Area Region

According to PBA 2040, in 2015 the 9-county Bay Area region was estimated to be home to approximately 7.57 million people residing in approximately 2.76 million households, and contained approximately 4.01 million jobs.<sup>8</sup>

## **Regulatory Setting**

### **Federal**

There are no federal regulations related to population and housing that apply to the Project.

### **State**

#### State Housing Element Law

The Regional Housing Needs Allocation (RHNA) is a process established under the State Housing Element law, which requires cities in California to plan for the future development of new housing units to meet their share of their regional housing needs. Housing needs for each region in the State are determined by the State Department of Housing and Community Development (HCD) and submitted to Councils of Government for allocation to local jurisdictions. ABAG is ultimately responsible for determining the share of regional housing needs to be met by each city and county in the Bay Area. Under the RHNA process, each jurisdiction is assigned an allocation of housing responsibility, including housing within various tiers of affordability.

#### Sustainable Communities Strategy and SB 375

SB 375 (adopted in 2008), requires preparation of a Sustainable Communities Strategy (SCS) as part of the Regional Transportation Plan (RTP) for the Bay Area. The SCS must represent an integrated land use and transportation plan and be designed to achieve a reduction in greenhouse gas emissions targeted at 15 percent per capita from cars and light trucks by 2035. The SCS must identify areas within the region sufficient to house all of the region's population including all economic segments. Development of the SCS in the Bay

<sup>6</sup> <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

<sup>7</sup> ABAG, 2017 Plan Bay Area 2040 Final Supplemental Report for Land Use Modeling, page 43, accessed at <http://2040.planbayarea.org/reports>

<sup>8</sup> Ibid, page 16

Area is led by a consortium of regional organizations comprised of the Metropolitan Transportation Commission (MTC), ABAG, Bay Conservation and Development Commission (BCDC), and Bay Area Air Quality Management District. The region's most recent SCS is *Plan Bay Area 2040*, discussed further, below.

## **Regional**

### MTC and ABAG, *Plan Bay Area 2040*

As required by Senate Bill 375, all metropolitan regions in California must complete a Sustainable Communities Strategy (SCS) as part of a Regional Transportation Plan (RTP). In the Bay Area, the Metropolitan Transportation Commission (MTC) and the Association of Bay Area Governments (ABAG) are jointly responsible for developing and adopting a SCS that integrates transportation, land use and housing to meet targets for greenhouse gas reduction as set by the California Air Resources Board (CARB).

*Plan Bay Area* (PBA 2013) was the region's first Sustainable Communities Strategy. PBA 2013 was updated in 2017 as *Plan Bay Area 2040* (PBA 2040), and is the most recent SCS/RTP for the Bay Area. PBA 2040 provides a regional strategy for accommodating household and employment growth projected to occur in the Bay Area region through year 2040, and a transportation strategy for the region based on expected revenues. The primary objective of *PBA 2040* is to achieve mandated reductions of greenhouse (GHG) emissions and to provide adequate housing for the projected 2040 regional population level. *PBA 2040* sets forth a transportation and land use "blueprint" for how the Bay Area can address transportation mobility and accessibility needs, regional housing responsibilities, economic conditions and forecasts, environmental concerns, and GHG emissions reduction requirements through the year 2040. The region includes nine counties (Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma).

## **Local**

### General Plan

The South San Francisco General Plan includes an assumed buildout condition, based on the application of assumed average densities and intensities for different land use classifications to vacant sites and sites with potential redevelopment/intensification opportunities. Although the 1999 General Plan included a projection of year 2020 development, the time at which full "buildout" of the General Plan may occur is not specified, other than "beyond 2020". The buildout potential of the General Plan has been updated over the years, primarily in recognition of the City's expanding growth in office and R&D uses, mostly within the East of 101 area.

### *Employment and Non-Residential Building Space*

The East of 101 Area is South San Francisco's primary employment base, expected to accommodate a major share of South San Francisco's new non-residential development. In 2001, the City Council adopted a General Plan Amendment that incorporated revisions to the approved land use buildout in the East of 101 Area. The Amendment included the following conclusions:

- Total buildout of the East of 101 area was projected to reach 23.32 million square feet by 2020, due mainly to an increase in Office and Office/R&D development.
- Employment in the East of 101 area was predicted to increase to 52,880 employees at that same year 2020 planning horizon.

These buildout estimates included major projects known at that time, and an assessment of other properties that would likely convert from industrial to office/R&D. It also accounted for higher employment intensities, as new office/R&D space replaced less intensively employed industrial space. The City's 2005 Traffic Impact

Fee Study Update for the East of 101 Area was also built on the same assumption, that employment in the East of 101 Area was expected to reach 52,880 employees by year 2020.

Since that time, the City approved a number of new development projects in the East of 101 Area, including but not limited to the Genentech Facilities Master Plan (2007), the Gateway Business Park Specific Plan (2009), the Oyster Point Specific Plan (2011), the Britannia Cove Precise Plan (2013) and the Downtown Station Area Plan (2015).

#### South San Francisco Housing Element, 2015 - 2023

In conjunction with the state-mandated Housing Element update cycle, ABAG allocates housing unit production needs for each county within the Bay Area, setting housing production goals for Regional Housing Needs Allocations (RHNA). In San Mateo County, the City/County Association of Governments (C/CAG) is designated as the entity responsible for coordinating and implementing the sub-regional RHNA process. The C/CAG's countywide RHNA process determined a need for an additional 1,864 housing units in South San Francisco between January 1, 2014 and October 31, 2022. This housing need is divided among various income categories. The City's Housing Element includes an inventory of land suitable for residential development, analyzes zoning and infrastructure to ensure housing development is feasible during the planning period and demonstrates that this potential housing supply is capable of supporting housing demand from all economic segments of the community and for various housing types. Potential future housing sites in South San Francisco were grouped into two geographic areas; the Transit Village area (which is estimated to provide approximately 80 percent of the City's near-term residential development potential), and the Downtown (which is estimated to provide almost 20 percent of near-term residential development potential). The Housing Element indicates the potential to develop 2,169 units of new housing in these areas. As of 2018, more than 600 new housing units were under construction within these opportunity sites. There may be additional sites in South San Francisco with housing potential, including individual vacant lots and developed sites with marginally viable existing uses.

#### East of 101 Area Plan

In 1994, the *East of 101 Area Plan* concluded that the East of 101 Area could likely accommodate a total buildout potential of approximately 34.6 million square feet, based on land use designations and FAR ratios applicable at the time. The East of 101 Area Plan does not include associated employment projections, but the City's 2005 Traffic Impact Fee Study Update for the East of 101 Area anticipates employment in the East of 101 Area to reach 52,880 employees by year 2020. The East of 101 Area Plan precludes residential development in this area.

#### Municipal Code

The South San Francisco Municipal Code, Chapter 8.69: Affordable Housing Commercial Linkage Fees requires certain development projects to pay a commercial linkage fee to mitigate the impacts these development projects have on affordable housing in the City. The purposes of this Linkage Fee include (among other purposes) supporting the Housing Element goal of providing suitable, decent and affordable housing for its residents, and offsetting the demand for affordable housing that is created by new commercial development. Other purposes of the fee include mitigating impacts that accompany new commercial development by protecting the economic diversity of the City's housing stock, reducing traffic, transit and related air quality impacts, promoting jobs/housing balance and reducing the demands placed on transportation infrastructure in the region. The City has found that there is a reasonable relationship between the commercial linkage fee and the type of development projects to which the fee is imposed, because the development projects that are subject to the fee place additional demands on housing, specifically affordable housing, in the City. The proceeds collected from these fees are used to address and mitigate the additional impacts created by these development projects.

Commercial linkage fees are paid at the time of issuance of building permits for those commercial development projects subject to the fee, and are calculated based on a per-square-foot basis for all net new gross floor area by land use type.

## Impacts and Mitigation Measures

### Analytic Method

This analysis considers employment growth and the resulting increase in overall population growth and housing demand that would occur with implementation of the Project, and whether this growth is within local or regional forecasts. In addition, this analysis determines whether growth associated with the Project is considered substantial with respect to remaining growth potential in the City as articulated in the General Plan and the East of 101 Area Plan. Specifically, population, employment and housing impacts are analyzed by comparing the Project with the growth projections of the City, and the regional projections of ABAG.

### Thresholds of Significance

The following thresholds of significance are based on Appendix G of the CEQA Guidelines, established City of South San Francisco standards and practices, and the prior 2007 Genentech Master Plan EIR and its 2012 Supplemental EIR. For purposes of this EIR, implementation of the Project could result in potentially significant population, housing and employment impacts if the Project would result in any of the following:

1. Induce substantial unplanned population growth in a manner not previously contemplated, either directly (for example, by proposing new homes and businesses) or indirectly (for example, through extension of roads and other infrastructure)
2. Displace substantial numbers of existing people or housing, necessitating the construction of replacement housing elsewhere

### Induce Substantial Population and Employment Growth

**Pop/Emp. 1:** The Project will result in a substantial increase in local South San Francisco employment, but will not result in employment growth beyond that contemplated in the City, and will not induce population growth beyond that contemplated in the county or the region. **(Less than Significant)**

### Employment Growth

Current employment within the Project Area (i.e., at the Genentech Campus) is approximately 10,670 employees.<sup>9</sup> Genentech also occupies leased building space at the Gateway Business Park, accommodating approximately 1,750 employees. Combined, Genentech employs approximately 12,420 employees in the East of 101 Area. With the potential expansion of its facilities pursuant to the Project, employment at Genentech may increase by as much as 12,550 employees, to 24,970 total employees at Project buildout as shown in **Table 15-1**.

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<sup>9</sup> Genentech, 2016

**Table 15-1: Existing and Projected Employment at the Project Area**

	<u>Office</u>	<u>Labs</u>	<u>Mfg.</u>	<u>Amenity</u>	<u>Total</u>
<b><u>Existing Employment</u></b>					
Campus	6,550	2,830	1,100	190	10,670
Gateway (lease)	<u>1,750</u>				<u>1,750</u>
	8,300				<b>12,420</b>
<b><u>Project (Net New Employment)</u></b>					
Campus	11,180	2,640	70	410	14,300
Gateway (lease exits)	<u>(1,750)</u>				<u>(1,750)</u>
	9,430				<b>12,550</b>
<b><u>Employment at Buildout:</u></b>					
Campus	17,730	5,470	1,170	600	<b>24,970</b>

*East of 101 Projections*

In 2017, the City initiated an update to its transportation planning for the East of 101 area, including an update to East of 101 Traffic Model. This update is intended to account for all recently approved new development in the East of 101 area, and includes a projection of cumulative buildout potential. Cumulative buildout is projected to include approximately 33.4 million square feet of non-residential building space (including 18.9 million square feet of office/R&D space, 12.3 million square feet of manufacturing/industrial space, and 2.2 million square feet of commercial space), and 3,935 hotel rooms (see **Table 15-2**).<sup>10</sup> These projections of non-residential building space represent the most recent estimates of buildout in the East of 101 area.

<sup>10</sup> This East of 101 cumulative buildout for the 2017 East of 101 Traffic Model includes buildout of the Genentech Campus at 6 million square feet, consistent with the 2007 Genentech Master Plan

**Table 15-2: East of 101 Cumulative Buildout (without Project)**

	<u>Hotel (rooms)</u>	<u>R&amp;D (KSF)</u>	<u>Office (KSF)</u>	<u>Commercial (KSF)</u>	<u>Mfg. /Ind. (KSF)</u>	<u>Total</u>
Genentech <sup>1</sup>		2,002	2,630	325	1,043	
Britannia Cove	200	884		20		
Oyster Point	350	1,405	937	50		
Downtown Station		1,185		780	21	
Remainder of East of 101	<u>3,385</u>	<u>8,630</u>	<u>1,230</u>	<u>984</u>	<u>11,291</u>	
<b>Total:</b>	<b>3,935</b>	<b>14,106</b>	<b>4,797</b>	<b>2,159</b>	<b>12,355</b>	<b>33,417</b>

## Notes:

1. Cumulative buildout without Project assumed buildout of 2007 Genentech Facilities Master Plan, at 6 MSF
2. Sources: East of 101 Traffic Study (2011), Oyster Point Specific Plan (2011), Britannia Cove Specific Plan (2013), Downtown Station Area Specific Plan (2014)
3. Cumulative buildout is presumed, for traffic modeling purposes, to occur by year 2040.

As indicated in Table 15-2, buildout projections for the East of 101 area assume a buildout of up to 6 million square feet at the Genentech Project Site. The Project's proposed increase to 9 million square feet of building space (an increase of 3 million square feet over and above the 6 million assumed) represents an increase of less than 10% of all projected employment-generating land uses in the East of 101 Area, assuming that all other predicted development activity in the East of 101 Area occurs.

*General Plan Buildout*

The General Plan projections indicate that employment will reach 80,600 employees at buildout of the City. This represents an increase of more than 45,350 citywide employees over current City employment estimates (or an increase of more than 41,300 citywide employees over ABAG estimates for year 2015). This level of employment growth will likely take place over a time-period that may extend beyond 20 years. The Project-specific employment growth of 12,550 new employees at Genentech represents between 27% and 30% of this projected employment growth forecast under the General Plan. While Genentech's growth does represent a large share of citywide employment growth projections, current Genentech employment represents approximately 35% of the City's total current employment. The Project's estimated employment growth is within the range of expected citywide employment growth.

Population and Housing Inducement

The Project's increase in employment growth will result in an increased demand for housing. ABAG's projected number of Bay Area jobs by year 2040 (approximately 4.7 million) divided the projected number of Bay Area households by year 2040 (approximately 3.43 million) yields an average of approximately 1.37 jobs per household. Applying this regional average forecast by the estimated increase of 12,550 jobs pursuant to the Project yields a conservative estimated demand for approximately 9,160 new households to support employment growth at the Project. Further, Genentech estimates that approximately 75% of its new labor force since 2010 has been existing Bay Area residents choosing to change their employment to Genentech, and that only approximately 25% of its new labor force is derived from new residents from outside the Bay Area. An increase of 9,160 new households (or even 2,290 new households assuming only 25% of new jobs would be taken by new Bay Area residents) would exceed the projection of new housing potential in the City of South San Francisco pursuant to its Housing Element. However, Genentech is a regional employer, drawing its employees from across the entire Bay Area region. As an example, Genentech's TDM Plan provides employees with various sustainable transportation options to commute to the Campus from these regionally



dispersed locations. The existing gRide program (Genenbus operations) currently connects employees from Alameda, Contra Costa, Marin, Santa Clara, San Francisco, San Mateo, Solano and San Joaquin counties to the South San Francisco campus.

ABAG's Plan Bay Area 2040 regional forecast for growth indicates that between 2010 and 2040, the Bay Area is projected to grow from 3.4 to 4.7 million jobs (an increase of 1.27 million jobs), and the population is projected to grow from 7.2 to 9.5 million people. This population will live in approximately 3.43 million households, an increase of approximately 817,000 households over 2010 levels. The Project's potential indirect housing demand, conservatively estimated to be approximately 9,160 new households, represents a small share (approximately 1.1%) of projected household growth within the Bay Area region. Actual indirect new housing demand in the Bay Area (assuming 25% of the new Project jobs) represents an even smaller share (approximately 0.2%) of projected household growth within the Bay Area region.

On a regional basis, the Project's demand for new housing is not a significant share of the total projected regional household growth, and the impact is less than significant.

#### *Other Growth Inducement*

Genentech's presence as the largest employer in the City and founder of one of the largest biotechnology campuses in the world has drawn a number of support businesses and industries to the area. The East of 101 Area has become a major biotechnology cluster, in large measure due to the pioneering efforts of Genentech and the City's efforts to plan for biotechnology growth. According to City publications cited above, the East of 101 Area is the largest, fastest-growing biotechnology cluster in the world, estimated to have more than 200 biotechnology firms employing over 20,000 people. This growth is primarily a function of non-CEQA factors such as business decisions to be proximate to this growing industry, the availability of a specialty-skilled workforce, and forward-thinking planning efforts by the City. These factors are not typical growth inducement concerns of CEQA, such as the extension of roadways or expansion of infrastructure capacity that would otherwise preclude new development or that induce growth beyond what is otherwise planned. The Project will not include any physical improvement that would induce growth in these CEQA-based concerns beyond that needed to support its own needs, or that is in addition to City growth plans for the area.

#### Regulatory Requirements

**Regulatory Requirement Pop /Emp. 1: Affordable Housing Commercial Linkage Fees:** Each new development project within the Genentech Campus will be required to pay the City's established commercial linkage fee to mitigate impacts on affordable housing in the City.

The City has found that there is a reasonable relationship between the commercial linkage fee and new commercial development because of the additional demands on housing (specifically affordable housing) that is generated by new development. The proceeds collected from these fees are used to address and mitigate the indirect impacts on housing created by commercial development projects.

#### Mitigation Measures

No mitigation required.

#### **Displace Substantial Numbers of Existing Housing Units**

**Pop/Emp. 2:** Implementation of the Project would not displace any existing housing that would necessitate construction of replacement housing elsewhere. **(No Impact)**

The Project Area is composed entirely of the existing Genentech Campus and contains no housing of any type. As no residential uses exist in the Project Area, implementation of the Project would not displace existing housing. Therefore, there would be no impact.

The Project Area is located in the East of 101 Area, and according to the General Plan and the East of 101 Area Plan, residential uses are not permitted in the East of 101 Area, including within the Project Area. The East of 101 Area is expected to accommodate a major share of South San Francisco's new non-residential development.

#### Mitigation Measures

No mitigation required.

### **Displace Substantial Numbers of People**

**Pop/Emp. 3:** Implementation of the Project would not displace substantial numbers of people. **(No Impact)**

The Project consists of intensification of existing uses within the existing Genentech Campus, on properties owned or controlled by Genentech. There are three properties not owned or leased by Genentech, and that are out-parcels not included in the approximately 207-acre Campus. These out-parcels include an approximately 5.3-acre parcel located along Forbes Avenue (owned by UCSF), an approximately 1.4-acre parcel located immediately north of the South Campus (Lithotype Co. Inc., at 333 Point San Bruno Boulevard), and an approximately 2-acre parcel within the Upper Campus (TMB Baking, at 527 DNA Way). These out-parcels are owned and operated by separate owners, and not included in the approximately 207-acre Campus. The presence and ongoing operation of these out-parcels does not affect implementation of the Project or Genentech's on-going operations, nor does the Project fundamentally affect or displace the ownership or use of these out-parcels.

The Project's direct employment growth can be accommodated on the Campus without displacing any businesses or people. As indicated above, the Project's indirect housing demand can also be accommodated on a regional basis within the Bay Area region's expected household growth, also without displacing any people. Genentech is able to draw employees from across the entire Bay Area region due, in large part, to its effective TDM Plan that provides employees with transportation options for commuting to the Campus from regionally dispersed locations.

#### Mitigation Measures

No mitigation required.

### **Cumulative Housing and Population Growth**

The analysis of the Project's potential to induce substantial population and employment growth on a cumulative basis is fully addressed under the discussion of Impact Pop/Emp. 1, above. That analysis presents Genentech's employment growth in the context of citywide, countywide and regional employment projections. It also addresses secondary effects of housing demand related to employment growth from these city, county and regional perspectives.