ANNUAL REPORT FY2020

INCLUSION  INNOVATION  IMPACT
Welcome to the Facilities & Real Estate Services FY20 Annual Report, a recap of a year like no other in Penn’s history. This is an opportunity to review our Division’s activity, showcasing significant goals, initiatives, and projects that have reached major milestones, thanks to our collective hard work and collaboration with our Schools and Centers. Amidst many uncertainties and challenges during these times, our FRES community has exhibited strength and resilience to work together for the greater good. It is because of these efforts, in part, that our University remains impactful, innovative, and inclusive as we continue to plan and maintain a campus for the future.

Today’s work has required entrepreneurial thinking, optimism, transparency, and a whole lot of teamwork. Over those past several months, we have witnessed many individuals and full departments collaborate, moving quickly to support the best interests of the institution. We have recognized the great diversity of our FRES staff, each member bringing different perspectives and valuable assets to our campus life, which helps to make our vision become a reality. And we have been reminded that we are stronger together as we work as a community through this new normal.

We are fortunate to be at one of the world’s leading research and educational institutions with access to one of the world’s best health care systems. We have a responsibility to ourselves and to our fellow community members to create, to the best of our ability, a safe environment where all can thrive and make the most of an evolving situation. The commitment, professionalism, and agility of FRES staff to pivot during recent times is notable, addressing ongoing operations and adjustments to changing occupancy and circumstances.

All of this effort is to get us back to some normalcy of life in the days ahead, restoring our beautiful university campus to its most magnificent charm and full functionality. Let’s take this opportunity to celebrate our successes and share our Penn pride in the roles we play and the special place where we work. We will keep each other going strong, working smarter, and living healthy as we move along the path together into this next academic year.

Sincerely,

Anne Papageorge
Vice President–Facilities & Real Estate Services

Facilities and Real Estate Services provides the expertise, business process, policies and standards necessary to plan, design, construct, operate, maintain and renovate the physical assets of the University. In addition, our Division is responsible for the strategic planning, management and operation of non-academic University property, and collaborates with the neighborhood to create a safe, diverse and economically vibrant destination. We maintain 218 buildings on a campus of 299 acres, excluding the Health System, New Bolton Center and Morris Arboretum. Facilities and Real Estate Services, as stewards of Penn’s physical environment, strives to provide innovative and cost-effective solutions that embrace our rich past and enhance the quality of the University’s living and learning experiences.

MISSION

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VISION

Collaborating for a sustainable tomorrow.

MISSION/VISION

And we have been reminded that we are stronger together as we work as a community through this new normal.
The emergence of the global coronavirus pandemic reached the Greater Philadelphia area in March 2020, upending our well-laid plans in Facilities & Real Estate as well as the rhythm of our personal lives. As FRES, we met the demands of emergency crisis response logistics and communications in the middle of an ever-changing environment and guidelines. We knew that our agile response during a time that has been unlike any we have experienced before would make all the difference on future days.

The following are highlights of the actions taken by each FRES department to safeguard the health and safety of our team members, meet staffing needs, communicate up, down, and across within the Penn community, and support our neighborhood, retailers, and our colleagues in Penn Medicine.

**OPERATIONS AND MAINTENANCE**
- Consolidated shifts, significant overtime reduction limited to emergencies; management staff working remotely where possible.
- Operated with reassigned number of housekeepers and trades on rotation to address essential work, adjusting staffing levels as needed.
- Operated building HVAC systems in unoccupied mode setting when possible to conserve energy.
- Performed preventive maintenance on essential systems in anticipation of phased laboratory openings.
- Implemented COVID-19 online staff training program.
- Communicated weekly with Building Administrators.
- Introduced periodic newsletter, FRES Brighter Side, to communicate information, reminders and community building engagement activities.
- Verified all employees were able to access the necessary tools and data to perform their work at home and initiated remote IT training, IT Snack and Learn Series.

**REAL ESTATE**
- Rent abated for Penn locally owned and operated retailers as a result of non-essential business closure and limited customers on campus evaluated monthly.
- Rent relief consideration for Pennovation Works members on a case by case basis.
- Assisted students with off-campus and Fraternity and Sorority move-out.
- Worked with Penn Department of Public Safety (DPS) and Penn Environmental Health and Radiation Safety (EHRS) to organize a drone show by a Pennovation Works company to thank frontline healthcare workers and first responders.

**DESIGN AND CONSTRUCTION**
- Complied with State shutdown of 35 active construction projects required in March 2020 to make sites safe and secure.
- WAivers granted for projects related to life-sustaining work, such as PSOM virus research lab and Pavilion; and for New College House West and Tangen Hall weatherization work.
- Contractors resubmitted safety plans to comply with COVID-19 site-specific safety guidelines and enforced by a Pandemic Safety Officer. Enclosed (indoor) projects are limited in quantity of workers for social distancing.
- Resumed construction May 2020 for 16 projects.

**OFFICE OF THE UNIVERSITY ARCHITECT**
- Consultants continue to advance design remodelling for all active projects. Design Review Committee has adopted virtual meeting attendance.
- Philadelphia Department of Licenses and Inspections (L&I) launches eCLIPSE, an online building permit program.
- CAD Core remotely supported for all utility projects and essential operations.
- Marked Earth Week 50th anniversary with Power Purchase Agreement (PPA) announcement, webinar and video launch; promoted outdoor wellness activities including Nature Rx and 30x30 Challenge.
- Updated design guidelines and standards.
- Researched and developed signage and protocols for physical space re-occupancy of campus buildings.

**ADMINISTRATION**
- Initiated a periodic newsletter, FRES Brighter Side, to communicate information, reminders and community building engagement activities.
- Verified all employees were able to access the necessary tools and data to perform their work at home and initiated remote IT training, IT Snack and Learn Series.
- Worked with Schools and Centers to revise the FY21 Capital Plan.
- Restated FY20 and FY21 cash flows based on FY20 six-week construction stoppage and delay of future capital projects.

**FRES RESPONSE TO COVID-19**

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In 2019, the entire University of Pennsylvania transitioned to Workday, an HR, payroll, and financials software platform that uses cloud-based technology and offers enhanced security. Throughout the year, FRES non-line employees were trained in Workday for timekeeping, benefit enrollment, and payroll management. Throughout FY20, 90% of FRES staff took advantage of valuable Professional Development and Training opportunities offered by the University. These opportunities included the FRES Hiring Best Practices and HR Talent Acquisition and Management programs, as well as IT Snack & Learn sessions, and implicit bias training.

In April, FRES team members were recognized at the virtual 2020 Models of Excellence Awards ceremony of the University’s highest honors for staff. Two FRES team members were featured in a Models of Excellence Award. He and his team successfully migrated from the Walnut Street Data Center to a newly conceived, state-of-the-art facility at the Perelman Center. He and his team were recognized for their contributions to campus development during this time.

In July, FRES employees came together for our Annual Update Meeting, where VP Anne Pellegrino spoke about the Power of FRES within the context of the Power of Penn development theme. The annual meeting, held multiple times over several days in order to allow staff all shifts to attend, celebrated our accomplishments over the past year and outlined our major contributions to campus development planned for the next few years. View a PDF of the 2019 presentation on the FRES Intranet. PennKey and Password required.

FRES Information Technology launched an enhanced user training program this year including various classes and workshops enabling FRES staff to work more comfortably and productively while working from home. These included Snack and Learn, a series of remote work video trainings, as well as the development of a QuickLink, a portal to internal and external websites that provide the ability to access FRES and frequently used University applications from one place. It also developed enhanced reporting for Operations and Maintenance, Design and Construction and Financial functions, and supported several upgrade projects including HCM, SCADA and Adobe.

INCLUSION

INNOVATION

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IMPACT

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Inclusion

ANNE PELLEGRINO, V.P.

Workday transitions the University to cloud-based software

On December 18, FRES staff gathered to celebrate the season with Yellow party. Donning red and green attire, FRES staff enjoyed their gift exchange, a holiday lunch and a holiday staff gathering. In July 2019, FRES Staff once again gathered for an afternoon of fun and games at the annual FRES Summer Picnic. Due to a forecast of thunderstorms, the picnic was relocated to the library of the left back, where the afternoon’s festivities included a delicious brunch buffet, music, and fun with colleagues and friends.

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FRES Boosters hosted various events throughout 2019/2020, including a holiday lunch and gift exchange in December, a “Find Your Match” Happy Hour in January and a holiday party in December.

The FRES Women’s Group continued to host events recognizing those behaviors that lead directly to the accomplishments of the University’s and FRES’ mission and time management for FRES staff in Fall 2019.

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FRES’ STEP-Up and recognition program continues to recognize and encourage those behaviors that lead directly to the accomplishments of the University’s and FRES’ mission. A list of those receiving a STEP-Up award can be viewed in the Penn Community section on the FRES Intranet. PennKey and Password required.

INCLUSION

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ADMINISTRATION

The Administration department is responsible for Finance and Business Planning, Information Technology, and Human Resources. Responsibilities include management of the planning and approval process for the University, financial planning and analysis, evaluation of accounting treatments for our real estate and development transactions, payroll, purchasing transactions, and capital accounting for design and construction projects. The Department also supports the Division’s technology needs, recruitment, and human resource functions.

Hauskeeper Seth Fitzgerald earned a Pillar of Excellence award for his attention to detail, problem solving, and dedication to the success of the Agnus Center for the Performing Arts.

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Economic Inclusion

For years, a robust diversity program has been in place within Facilities & Real Estate Services to reach economic inclusion goals for minority- and women-owned businesses and for minorities and women in the workforce. Economic inclusion goals have now been expanded to incorporate Tier 2 diversity spend and FRES is working with Purchasing Services in developing metrics. Some areas of opportunity include materials purchasing contracts, in-contractor spend with diversity third-party collaborators, and matching between on-call contractors and diversity third-party collaborators, and match contracts, on-call contractor spend with expanded to incorporate Tier 2 diversity third party collaborators in the quarterly Economic Inclusion meetings, which includes all the local chamber partners.

FRES is committed to and focused on being a part of all of these events to meet prospective providers, provide opportunities, and develop productive relationships. Some of these events include the Supplier Diversity Expo and Forum, Catering events, and the Purchasing Supplier Show. FRES also participates in the quarterly Economic Inclusion meetings, which includes all the local chamber partners.

The Design and Construction department implements the University’s capital plan for new construction and renovation of existing properties. The team works closely with the Schools and Centers, design teams, and contractors to ensure that capital projects are completed on time and on budget, while meeting the quality level expectations of the University. The Project Managers lead the Schools and Centers through the budget approval process, design, procurement, and construction of these capital improvement projects.

COMPLETED PROJECTS

The revitalized Penn Squash Center opened in fall 2019, featuring new nine glass exhibition courts, an expanded lobby including a squash shop, new locker rooms with full ADA accessibility, and separate men’s and women’s team rooms. The new $18.2M renovation also features expanded spectator seating and new heating and cooling systems that will enable the center to be operated year-round.

The 2000 renovation of the University Museum’s Cox and Harrison wings was completed in fall 2019. The first phase included renovation of the first and second floors of the Harrison wing, including the Harrison Auditorium, and a small portion of all three floors of the Cox wing. The Main (Kamin) Entrance was renovated along with the construction of a new Main Entrance Gallery, which serves as the new home of the Sphinx.

The new $2.45M renovation of Penn Museum’s Cox and Harrison wings was completed in fall 2020. This first phase included renovation of the first and second floors of the Harrison wing, including the Harrison Auditorium, and a small portion of all three floors of the Cox wing. The Main Entrance was renovated along with the construction of a new Main Entrance Gallery, which serves as the new home of the Sphinx.

The positive public reaction to the Museum’s renovation has been widespread, including articles in the New York Times and the Philadelphia Inquirer. Residential HVAC upgrades were completed in the Duke, Kings Court, and English House College Houses over summer 2019. In the next three years, those upgrades will be made in Gregory College House with the result that all residential facilities on Penn’s campus will be fully air-conditioned.

PROJECTS IN CONSTRUCTION

Construction continues on New College House West. The $390.9M, 250,000 GSF residential facilities on Penn’s campus will be fully completed in 2021. In the next phase, all four College Houses over summer 2019. In the next three years, those upgrades will be made in Gregory College House with the result that all residential facilities on Penn’s campus will be fully air-conditioned.

The $4.4 renovation of Weitzman Plaza, outside the Weitzman School of Design, will feature new steps, seating, and plaza enhancements. Expected completion will be in October 2020. The S. 16th renovation of ground floor space in College Hall will create a welcoming space for the College’s front desk, student services, a second-floor employee lounge, and a new conference room. The University Meeting and Guest House, expected to be completed in the summer 2020.

The University Meeting and Guest House, located at 3009-10 Walnut Street, is being reconfigured as a supplemental office and housing space adjacent to the President’s House. The $16.2M renovation of offices and suites will serve University dignitaries during short-term stays, and is expected to be completed in the summer 2020.

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For the 7th year, FRES hosted an ACE (Architecture, Construction, and Engineering) Mentor Program team. ACE gives students from local high schools an opportunity to learn more about potential careers in architecture, engineering, and construction, and approximately 90 students have participated during the 7 years FRES has had an ACE team. The team for the school year 2019-2020:

- Toured the Laurel College House including the basement mechanical spaces
- Learned basic psychometrics
- Visited the Foundling Houses
- Were able to cut glass and use virtual welding machines
- Learned about public speaking

The new $2.45M renovation of the University Museum’s Cox and Harrison wings was completed in fall 2019. Linking to the south side of Steinberg Hall-Dietrich Hall, the four floors of academic and research space will include full classroom space, group study rooms, research centers and shared conference rooms. On the ground level, a new enclosed loading dock and electrical substation replaced the existing service entrances. The University Meeting and Guest House will be completed in the summer 2020.
The Office of the University Architect is responsible for the oversight of the design, physical development, and preservation of University facilities, including off-campus facilities (Morris Arboretum and the New Bolton Center for Veterinary Medicine). The University Architect oversees the University’s design review process, campus planning, and designer selection, as well as zoning and accessibility requirements. The staff in the Department also facilitates the Capital Plan, oversees landscape design and improvements, signage, and Climate and Sustainability Action Plan 3.0 efforts for the University. The Department is responsible for tracking and maintaining all space data, such as floor plans, square feet, and departmental areas for the University.

PROJECTS IN DESIGN

Announcing the University's commitment to energy research at our Walnut Street gateway, the Vagelos Laboratory for Energy Science and Technology will consolidate existing and emerging industry-leading energy research, become the new home for the VIPER programs and feature highly functional, flexible, and efficient space design supported by vertically-oriented collaborative spaces, surrounded by faculty offices.

The SEAS Data Science Building at 34th and Chestnut Streets will serve as an epicenter for cross-disciplinary collaborations that harness emerging data science research in all of Penn's schools and academic centers. Planned features include active learning classrooms, student project spaces, and labs.

The Student Commons will reimage the social and academic spaces in the Student Center with new finishes, furniture, equipment, and infrastructure to promote learning and discovery at the intersection of the new academic and health sciences campuses.

The comprehensiveness and Quadrennium Renovation project will restore the historic academic environment, upgrade aging building systems, increase accessibility to common areas, add new program spaces in the college houses and academic buildings and bathrooms. The project will be realized over a six-year phased schedule to minimize disruption to residential life.

The neighboring Student House Renovation project will add a new accessible elevator at the entrance and resident courtyard enhancements, new two-story lounges, restrooms, bedrooms; HVAC improvements and full interior accessibility will be achieved.

Nearing a century of hosting more NCAA basketball games than any other collegiate venue, Palestra Windows and Ventilation Improvements will sensitively replace the historic arched windows and install new energy-efficient glazing and retrofit exhaust ventilation, providing enhanced comfort and natural light quality to the "Cathedral of Basketball.”

Located along the Franklin Hall/Registered Architect House renovation and addition, the Penn Bookstore will improve training and testing space, expand visitor rooms and architectural history, and utilize the upper level main hall as a recruiting and social gathering space overlooking the Schuylkill River.

HARRAHS

Larry Robbins House, with Studio Joseph Architect, received three distinguished awards including: The Born award (a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture ofEnvironment XII” by Louise Nevelson (the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“Social Consciousness,” a 12-foot-high bronze of five figures by Jacob Epstein) next to the main library. It is one sculpture of Franklin Field and The Palestra, the other (“So
Penn has been recognized as a top performer in the 2010 Sustainable Campus Index (SCI), achieving high scores in Transportation, Diversity and Affordability. A publication from the Association for the Advancement of Sustainability in Higher Education (AASHE), the Sustainable Campus Index recognizes top-performing sustainable colleges and universities and in 17 impact areas, measured by the Sustainability Tracking, Assessment & Rating System (STARS). The goals of the SCI are to support and encourage: attitude, approach, productivity, resiliency, work environment, human assets, information, and finance.

ENERGY WEEK® PENN

In May 2020, the University of Pennsylvania signed a Power Purchase Agreement (PPA) for the creation of a solar power project meeting the University significantly closer to its commitment of a 100% carbon-neutral campus by 2042, as outlined in the Climate and Sustainability Action Plan 3.0. The agreement provides for net zero carbon emissions from the university’s emissions, measured by the Sustainability Tracking, Assessment & Rating System (STARS). Energy Week@Penn, was leveraged Penn’s first Energy Week program focused on a comprehensive messaging of the CSAP3.0 launch and the University’s sustainability goals. The collaborative initiative, supported by the Office of the General Counsel, the Office of Budget and Management Analysis, and the Department of Operations and Maintenance, FRES Finance, Penn Sustainability, the Office of the Vice President for Finance, and the Office of the University Architect, continues to be a key component of Penn’s sustainability strategy.

Operations and Maintenance sustains the University’s resources by providing maintenance and repair of existing facilities infrastructure. The Department also manages campus-wide energy related initiatives, provides technical support to construction projects and service contracts, and special events.

FREE® Operations & Maintenance leadership team has pledged to strive for excellence in eight Focus Areas. These Focus Areas have management staff support and expectations in: attitude, approach, productivity, resiliency, work environment, human assets, information, and finance.

In collaboration with FREE® Design & Construction, an upgrade of the control systems at MD7 was completed, resulting in increased reliability and efficiency of the University’s chilled water production.

Following successful pilots in two campus buildings, the Enhanced Retro-commissioning Program (eRCx) has now studied 10 additional laboratory buildings. Energy reduction measures identified to-date by the eRCx initiative have the potential to reduce the campus building-related energy use by 15%. SMART’s utilities management team continues to also scale up, the centralized computer management system that monitors the operation of critical campus building infrastructure to meet Energy Data Awareness Initiative’s (EDWI) goals. This initiative encourages energy conservation across campus to schools and centers, often in collaboration with Penn Sustainability. Data is shared regularly with schools and centers at meetings designed to maximize the impact of the initiative.

SAFETY

Since its inception in 2015, the SAFE card program (Safety Avert from Employees) has addressed 222 reported safety concerns, and moved 100 others toward completion. The SAFE card program allows an employee to report a safety issue and then keep that employee in the loop as it is addressed and resolved. Fall protection studies and engineering designs were completed for 300 buildings, demonstrating enhanced safety for Penn employees and contractors who access these buildings. More than 440 Trades staff completed workplace-specific safety trainings in FY20, demonstrating Penn’s strong commitment to safety in the workplace. Training topics included in house OSHA, certified-isos, and OHI, electrical safety, fall protection, and city plumbing and electric cards.
The Real Estate department is responsible for the strategic planning, management, and operation of the non-academic property for the University. The primary centers within the Department are Real Estate Development, Retail, Office Leasing, Off-Campus Housing, and Real Estate Leasing and Third Party Leasing, and Penovation Works. Core disciplines include acquisition and disposition of assets, development partnerships in residential, mixed use and office, operations of real estate holdings and office leasing for academic schools and centers. Working in conjunction with other FRES departments, Real Estate implements urban land development and planning that increases the quality of life for Penn and its surrounding community.

In FY2020, FRES Housekeeping hired and retained 11 employees from the West Philadelphia Skills Initiative, an organization that bridges the economic employment gap in Philadelphia by connecting Philadelphia residents to employment opportunities. This program provides on the job training and career guidance.

HARDSCAPE

FRES funded and implemented a systematic repair program on our campus walkways to address imminent trip-fall hazards. Phase 1 has been completed and phase 2 was underway during summer 2020. Planning is in the works for a systematic routine in-house inspection program designed to assess and align how we manage hardscapes.

REAL ESTATE – RETAIL

The transformation of the grocery store at 43rd and Walnut Streets began with the closing of Fresh Grocer in March 2020. ACME affirmed its commitment to delivering an excellent all-around experience at a high-quality grocer store to the residents of University City and the Penn community by fall 2020.

Franklin’s Table is a one-of-a-kind food hall located in the heart of Penn’s campus at 34th and Walnut Streets. In FY20, the destination eatery welcomed 400,000 visitors and 7,476 work orders over the same period, 3,804 student rooms. Our trades staff completed 7,476 work orders over the same period, ensuring that the buildings and public spaces on campus looked outstanding by the time students returned for the fall 2019 semester.

The women and men of FRES housekeeping and trades did an excellent job cleaning, painting, and refreshing our buildings and green spaces during Summer Turnaround 2019. During those short 13 weeks, housekeeping cleaned over 1.6 million additional square feet, including 3,804 student rooms. Our trades staff completed 7,476 work orders over the same period, ensuring that the buildings and public spaces on campus looked outstanding by the time students returned for the fall 2019 semester.

At the end of February 2020, O&M had reduced the number of work orders awaiting completion by one third. Prior to COVID-19 work adjustments, in Operations & Maintenance increased hours spent on response to day-to-day situations, Operations & Maintenance continued to make headway on shortening the work order list for all shops. More than 90% of work orders are completed within 30 days. Prior to COVID-19 work adjustments, Operations & Maintenance increased hours spent on Preventative Maintenance by 3.8%, as compared to FY19.

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November 2019 marked the one-year anniversary of the JPOD @ Philadelphia. As a full-service business and technology incubator housed at the Pennovation Center, JPOD @ Philadelphia’s goal is to identify and accelerate the development of early-stage health care solutions from the Pennsylvania region’s life science sector. During the JPOD @ 365 celebration, representatives from the Philadelphia health and biotechnology startup community shared how they are working in partnership with Johnson & Johnson Innovation to impact their company’s growth over the past year. Innovative companies at Pennovation Works continued to expand and earn accolades from academia and industry. Stellers and rivals were awarded Penn’s Presidential Innovation Prize in 2019. Two graduates and startups were new to the Pennovation Center community, while Cocoa Press graduated from its space in the Center and moved across the site to expanded space in the Office Building. More Innovator Center and moved across the site to expanded

On Sunday, October 6, over 100 makers and 1,000 visitors came together at Pennovation for the second annual Philadelphia Mini Maker Faire. The Faire was an opportunity to highlight the numerous local organizations that are working to turn their startups and physical products into successful businesses. The 2019 Third Annual Philly Job Fair was held at Pennovation Works in June. The job fair was a free event with more than 80 employers in attendance, including: Aramark, SEPTA, Jevs Human Services, PECO, PNC Bank, Temple University, and Penn. Some companies offered on-site interviews and job search counseling.

The 2019 Third Annual South Philly Job Fair was held at Pennovation Works in June. The job fair was a free event with more than 80 employers in attendance, including: Aramark, SEPTA, Jevs Human Services, PECO, PNC Bank, Temple University, and Penn. Some companies offered on-site interviews and job search counseling.

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