

Community Benefits Oversight Committee

The background of the slide is a dark blue image of Highmark Stadium, home of the Buffalo Bills. The stadium's name "HIGHMARK STADIUM" and the Bills logo are visible on the facade. The image is overlaid with a semi-transparent blue layer, and the top and bottom edges of the slide feature a decorative pattern of small red and white dots.

Harlem Road Community Center, Amherst, NY | April 12, 2025
Meeting #12

A group of Buffalo Bills players in blue jerseys and white helmets with blue and red stripes are huddled together in a locker room. The word "Construction" is overlaid in white text in the center of the image.

Construction

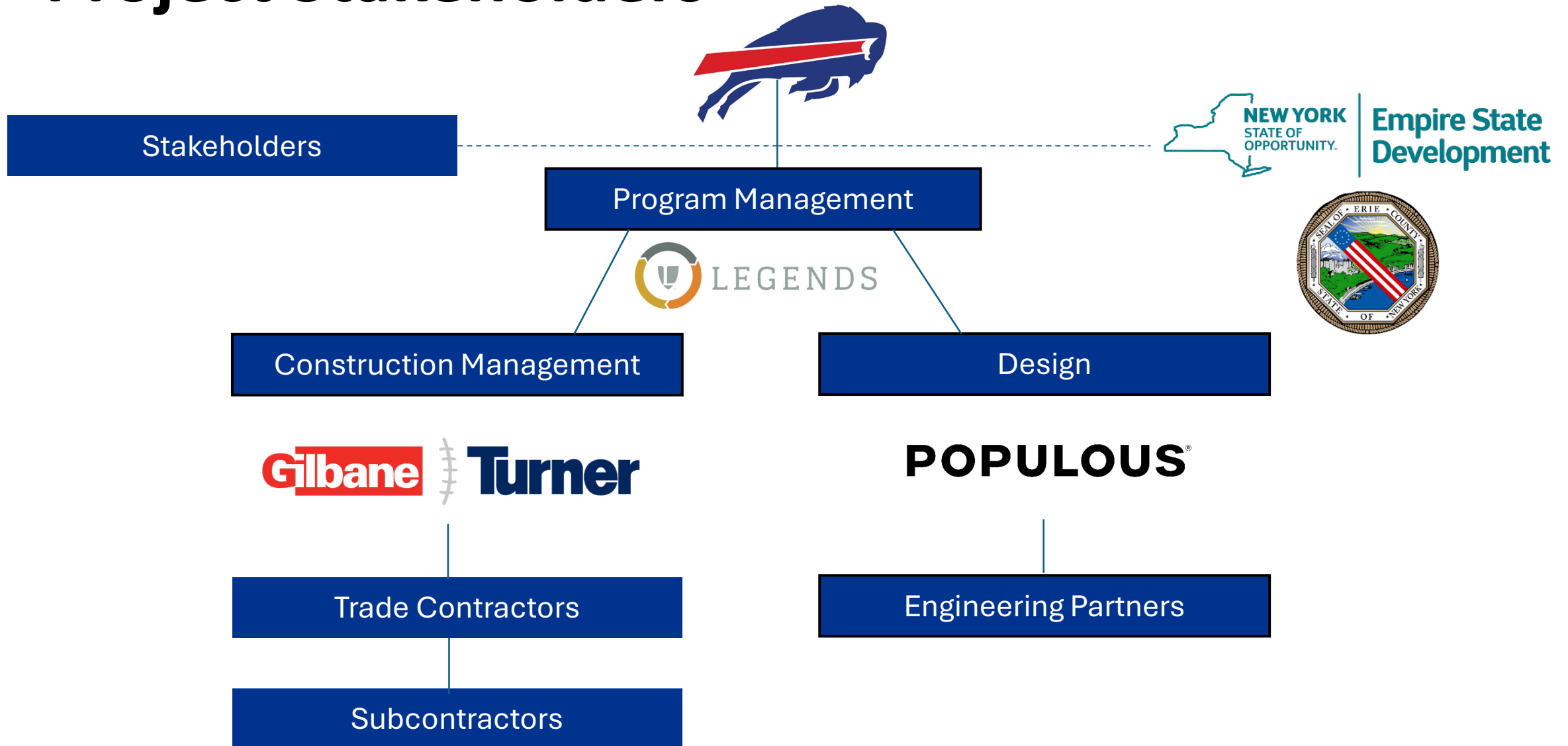


Construction Update

- Topping Out on April 4, 2025
- Overall construction progress is now over 50% complete
- Over 1,200 tradespeople are on the site daily with an estimated 1,500 heading into the summer
- All precast concrete stadia (seating bowl) are complete
- The first piece of exterior precast panels was set at the beginning of March and will continue through the spring and summer



Project Stakeholders



Business Participation & Workforce Compliance Stakeholders



Empire State
Development

OFFICE OF CONTRACTOR AND SUPPLIER DIVERSITY

DIVISION OF MINORITY AND WOMEN'S
BUSINESS DEVELOPMENT

Erie County Stadium Corporation



Phillips Lytle LLP



BELLWETHER
ADVISORS, LLC



Workforce Update

Category	Goal	Through 2/28/2025
Minority Work Hours	15%	23.66%
Non-Minority Women Work Hours	5%	3.68%
Apprentice Work Hours	10%	16.22%



Business Participation Update

Category	Goal		Through Proposal Release #1-4
Minority-owned Business Enterprise	\$231,000,000	15%	16.8%
Women-owned Business Enterprise	\$231,000,000	15%	16.1%
Service-Disabled Veteran-Owned Business	\$94,400,000	6%	5.8%
MWBE & SDVOB Total	\$554,400,000	36%	38.7%

“



Empire State Development
@EmpireStateDev

🗑 ...

An exciting day today for @BuffaloBills fans as the team celebrates a construction milestone with its steel topping out ceremony! ESD is also proud to report that the Bills remain on track to hit all the projected MWBE commitments! #GoBills 🏈

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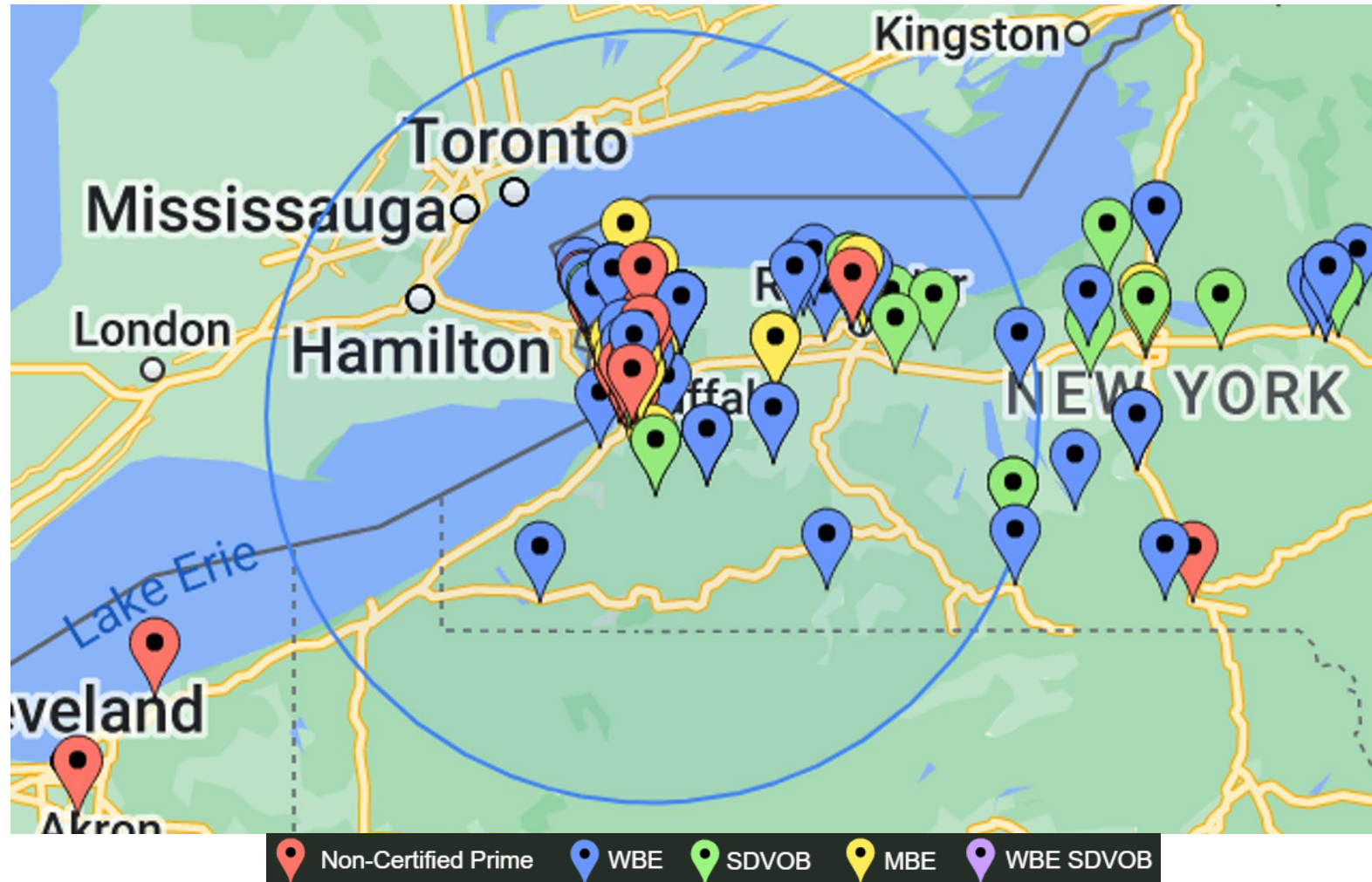
Business Participation Update

- MWBE/SDVOB Contracts or OCSD-4 Commitments: 324
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments: 193
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments <= \$1,00,000: 146

Regional MWBE/SDVOB Contracts or OCSD-4 Commitments	
< \$24,999	39
\$25,000 – \$49,999	12
\$50,000 – \$99,999	16
\$100,000 – \$249,999	29
\$250,000 – \$499,999	25
\$500,000 – \$1,000,000	25
Total <= \$1,000,000	146

*CBA Section 1.(n) defines Region as the geographic area within the State of New York comprising a 100-mile radius from Orchard Park, New York

Business Participation Update



Prime Contractors

- PJP Installers, Inc. (MBE)
- **Mark Cerrone, Inc.**
- **Ferguson Electric / E-J Electric JV**
- **Ferguson Electric / E-J Electric JV**
- **Pinto Construction Services, Inc.**
- **Union Concrete & Construction Corp.**
- Schindler Elevator Corporation
- Source Blue
- SubAir Systems
- Baker Concrete Construction, Inc.
- Cives Steel Company
- R. W. Sidley, Inc.
- Crown Corr
- High Concrete Group
- **Union Concrete & Construction Corp.**
- Roger & Sons Concrete, Inc. (MBE)
- Celtic Sheet Metal, Inc. (WBE)
- Celtic Sheet Metal, Inc. (WBE)
- F. W. Sims, LLC
- **Ferguson Electric / E-J Electric JV**
- **Ferguson Electric / E-J Electric JV**
- **John W. Danforth Company**
- **D.V. Brown & Associates**
- Rael Automatic Sprinkler Co., Inc.
- George M. Raymond Co.
- William H. Lane Inc.
- Irwin Seating Group
- Island International Enterprises, LLC
- Sightline Commercial Solutions LLC
- Crystal Steel Fabricators, Inc. (MBE)
- Crystal Steel Fabricators, Inc. (MBE)
- **Thomas Johnson, Inc.**
- SwimEx, Inc. (WBE)
- SCG Fields, LLC
- **Jameson Roofing**
- MTN Inc.
- **Hamburg Overhead Door, Inc. (WBE)**
- Builders Hardware
- Executive Group
- Allegheny Millwork Inc.
- **Tiede Zoeller (SDVOB)**
- FCS Group (MBE)
- **R.W Painting (WBE)**
- **Superior Steel Door and Trim Co., Inc. (WBE)**
- **GP Flooring Solutions (WBE)**
- **Heritage Contract Flooring, LLC**
- Rommel Fence, LLC (WBE)
- **Billitier Electric, Inc.**
- Design Communications, Ltd.
- **Scrufari Construction Co., LLC**
- **Union Concrete & Construction Corp.**

***BOLD** = Regional

For List of Awarded Contractors and Package Descriptions, please visit www.buffalobillsnewstadium.com/contracting-opportunities

A group of Buffalo Bills players in their blue, white, and red uniforms are huddled together in a locker room. They are wearing white helmets with the team's logo and are holding hands, suggesting a team huddle or celebration. The image is dimly lit, with the players' faces and uniforms clearly visible against a dark background.

Post Construction Operation

Post Construction Operation

- Developer shall use commercially reasonable efforts to implement initiatives for maximizing participation in the maintenance and operation of the New Stadium, including, without limitation, aiming to achieve the following goals:

Maintenance and Operations

- 30% and 6% of all retailers, vendors, and service companies used in stadium maintenance and operations to be MWBE and SDVOB firms, respectively
- 30% and 6% of all monies paid to retailers, vendors, and service companies used in stadium maintenance and operations be paid to MWBE and SDVOB firms, respectively

Concessions

- 30% of the food products used by the concessionaire to be purchased from Erie County certified MWBE food service companies
- Preference given to food and beverage items for sale at New Stadium produced and/or manufactured in New York State
- Require the concessionaire to administer food and beverage service mentorship programs for MWBEs

Post Construction Operation

Continued Progress

- Ongoing meetings
- Planning and research
- General Manager and Executive Chef positions posted by Legends
- DBJ hosting a second series of NYS and Erie County MWBE certification classes
 - 37 businesses pre-screened, 23 businesses met pre-qualifications to register, 5 businesses submitted applications thus far
 - Business Breakdown: Food, construction consulting, art consulting, coaching/motivational speaking, health and wellness, financial coaching



Concessions

Q1 OF 2025 MILESTONES	Q2 OF 2025 MILESTONES	Q3 OF 2025 MILESTONES	Q4 OF 2025 MILESTONES	Q1 OF 2026 MILESTONES
<ul style="list-style-type: none"> ✓ Post & Begin Interviews for Essential Roles: General Manager, Executive Chef & Controller ✓ Further Develop Technology Needs for F&B and Retail 	<ul style="list-style-type: none"> ✓ Post & Begin Interviews for Other Key Roles: Director of Sales & Director of HR • Personnel Logistics 	<ul style="list-style-type: none"> • Post & Begin Interviews for Other Key Roles: Assistant GM, Director of Local Eats, IT Manager, Director of Purchasing, Director of Premium, Catering Managers, Payroll Associate, HR Manager, Staffing Manager, Executive Sous Chef, Tour Sales Manager, Tour Operations Manager, & Assistant Tour Operations Manager • Further Develop and Refine Concession Needs 	<ul style="list-style-type: none"> • Post & Begin Interviews for Other Key Roles: Employee Engagement, Legends IQ, Beverage Manager, Suites Managers, Club Managers, Event Sales Managers, Sous Chefs, Local Eats Managers, & Warehouse Manager 	<ul style="list-style-type: none"> • Post Other Open Roles • Six Month Timeframe

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A group of Buffalo Bills players in their white and blue uniforms are huddled together, with their hands clasped in the center. The image is dimly lit, with the text overlaid in the center. The players' helmets feature the team's logo, and their jerseys have blue and white stripes. The overall mood is one of teamwork and unity.

Community Benefits and Community Investment

Bills In The Community Recap

- HeartBEAT
 - The Bills supported the Say YES Saturday Academy and Black Family Wellness Expo at BUILD Academy, in partnership with the American Heart Association, featuring hands-only CPR training
- Team Smile
 - The Bills and Highmark hosted their annual Team Smile event at Highmark Stadium, providing free dental services to 220 local elementary school students and promoting the importance of proper oral health
- High School Girls Flag Football
 - The hosted the High School Girls Flag Football Kickoff this weekend, featuring over 65 teams from Western New York



CBOC Meetings

- Physical and online postings to buffalobills.com and erie.gov
- Distribution to papers of record including Buffalo Challenger, The Criterion, Grand Island Dispatch, East Aurora Advertiser and Lancaster Bee
- Distribution to news media outlets including WUFO, Buffalo News, WIVB, WKBW, WGRZ and Spectrum News
- Additional community outreach
- 2nd Monday of each month*
- Accessible Meeting Notices, Meeting Minutes, Meeting Agendas, Meeting Materials, Annual Reports, and CBOC Directory via



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ATTENTION

 **Community Members You Are
Invited To Attend** 

**COMMUNITY BENEFITS OVERSIGHT
COMMITTEE MEETING**


Monday, April 14th at 11 AM


**Harlem Road Community Center
4255 Harlem Road, Amherst, NY 14226**

The Community Benefits Oversight Committee (CBOC) is established to provide monitoring, oversight, and accountability in connection with the construction, maintenance and operations of the Buffalo Bills new stadium project.

The upcoming meeting invites community members to attend and learn more about the Community Benefits Agreement (CBA) that is in place. Time is reserved at the end of the meeting for community members to share comments on local vulnerabilities and priorities.

FOR MORE INFORMATION

 VIST OUR WEBSITE
WWW.DEVELOPMENTSBJEM.COM

 EMAIL US
INFO@DEVELOPMENTSBJEM.COM

 FOLLOW US
[@JEMDEVELOPS](https://www.instagram.com/jemdevelops)



CBA Website



NEWS VIDEO PHOTOS TEAM SCHEDULE NEW STADIUM MVP ... Q TICKETS ACCOUNT MANAGER SHOP WATCH

Community Benefits Agreement



The Buffalo Bills are committed to enhancing the well-being of Erie County and the surrounding region, creating a lasting, positive impact. The Bills support initiatives that promote physical, social, educational, and economic health.



The **Community Benefits Agreement (CBA)** was developed to ensure participation by all segments of the local community in the economic opportunities available in connection with the design, construction, maintenance and operation of the New Highmark Stadium. The CBA's objectives include:

- A. Fostering workforce inclusion and diversity in the project
- B. Addressing Prevailing Wage and Living Wage requirements
- C. Enhancing supplier diversity and providing County business-priority for supplier and vendor contracts
- D. Supporting affordable housing, food insecurity, educational access, social justice, and mental health initiatives in the County
- E. Providing commitments to local civic and other organizations
- F. Furthering the Bills' cooperation in the economic development of the County
- G. Furthering the Bills' commitment to support youth and community programs in the County

Ways to Share Community Vulnerabilities and Priorities



In accordance with the CBA, the Bills work collaboratively with the **Community Benefits Oversight Committee (CBOC)** to identify community vulnerabilities and priorities where the Bills can best direct our extensive resource commitment. We welcome any member of the public to share their comments through:

1. Public CBOC Meetings, held monthly. Locations, dates and times can be found [HERE](#)
2. Annual Public Hearing
3. Contact Penny Semaia, VP of Stadium Relations/Director of the CBA at penny.semaia@bills.nfl.net
4. Complete the Community Vulnerability and Priorities Form below

Please Note:

Information for donation requests for sponsorships, autographed items, and fan packs can be [found here](#).

Information regarding the Buffalo Bills Foundation can be [found here](#).

Community Vulnerability and Priority Comments

The **Community Benefits Agreement (CBA)** was developed to ensure participation by all segments of the local community in the economic opportunities available in connection with the design, construction, maintenance and operation of the New Highmark Stadium.

The Buffalo Bills work collaboratively with the **Community Benefits Oversight Committee (CBOC)** and the public to identify community vulnerabilities and priorities where the Bills can best direct our extensive resource commitment. Submitting a comment or request does not guarantee support will be provided. All comments will be reviewed by the Buffalo Bills and shared with the CBOC.

[View the Community Benefits Annual Report](#)

Community Benefits Information Submittal Form

The Buffalo Bills work collaboratively with the **Community Benefits Oversight Committee (CBOC)** and the public to identify community vulnerabilities and priorities where the Bills can best direct our extensive resource commitment.

Please complete the Information Request Form below so we can learn more about your organization, programming and thoughts on community vulnerabilities and priorities. To learn more about Donation Requests, please visit our link [here](#). For more information regarding the Buffalo Bills Foundation, please visit our link [here](#).

Organization Name*

Contact Name*

First Name

Last Name

Contact Title*

Contact Phone Number*

Contact Email*

Organization Director*

First Name

Last Name

Organization Address*

Address Line 1

Address Line 2

City

State

ZIP Code

United States

Country

Website URL

Please provide us with a summary of the community vulnerability and priority you wish to share with us*

Submit Form



BILLS STADIUM & EVENTS COMPANY
ONE BILLS DRIVE | ORCHARD PARK, NEW YORK 14227 | 716.648.3800

