

# Community Benefits Oversight Committee

SUNY Erie North Campus, Williamsville, NY | October 14, 2025  
Meeting #17

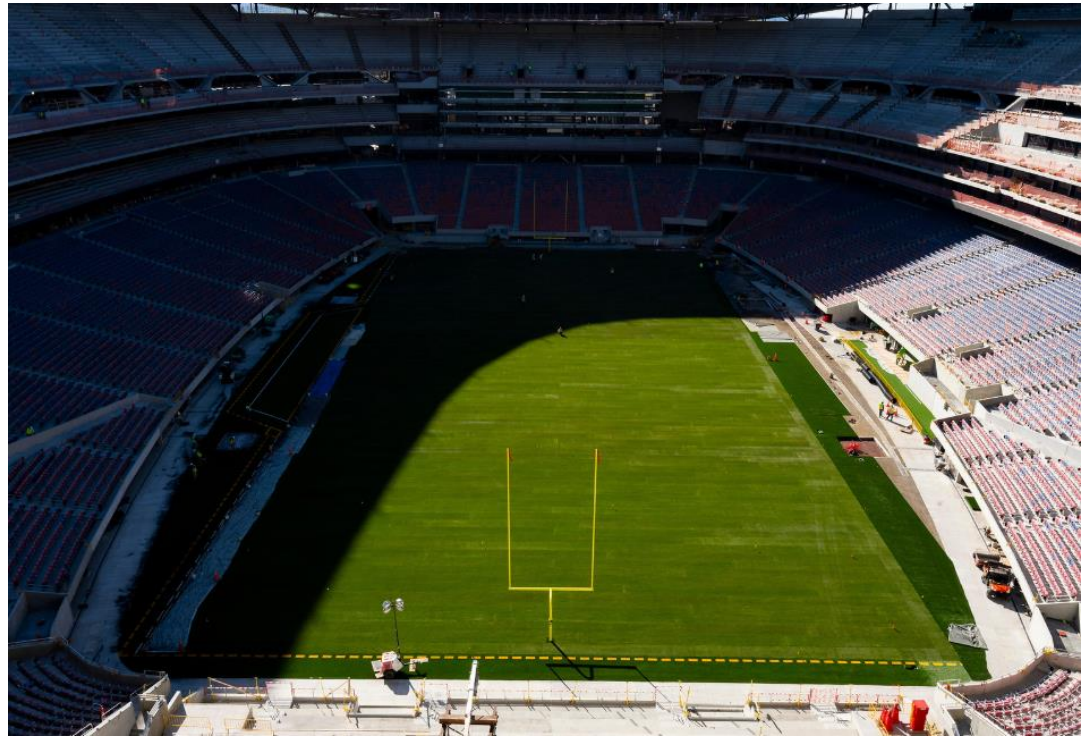
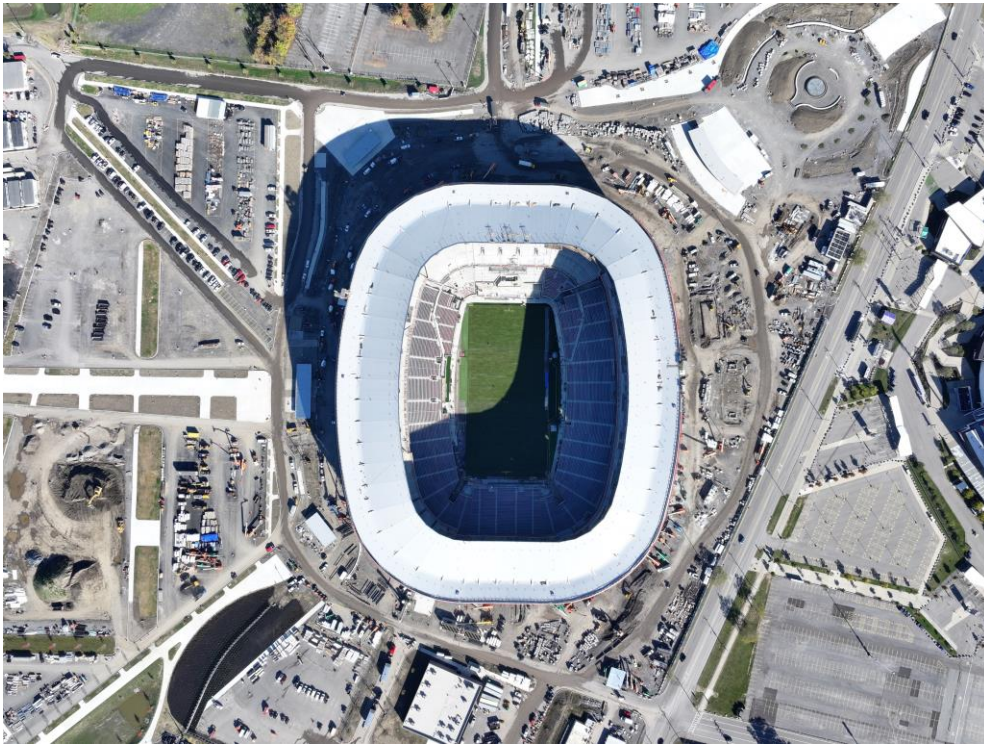
A group of Buffalo Bills players in white helmets with blue and red stripes and blue jerseys are huddled together in a locker room. The word "Construction" is overlaid in white text in the center of the image. The players are wearing white gloves and have their hands clasped together in the center of the huddle. The background is a locker room with lockers visible.

Construction

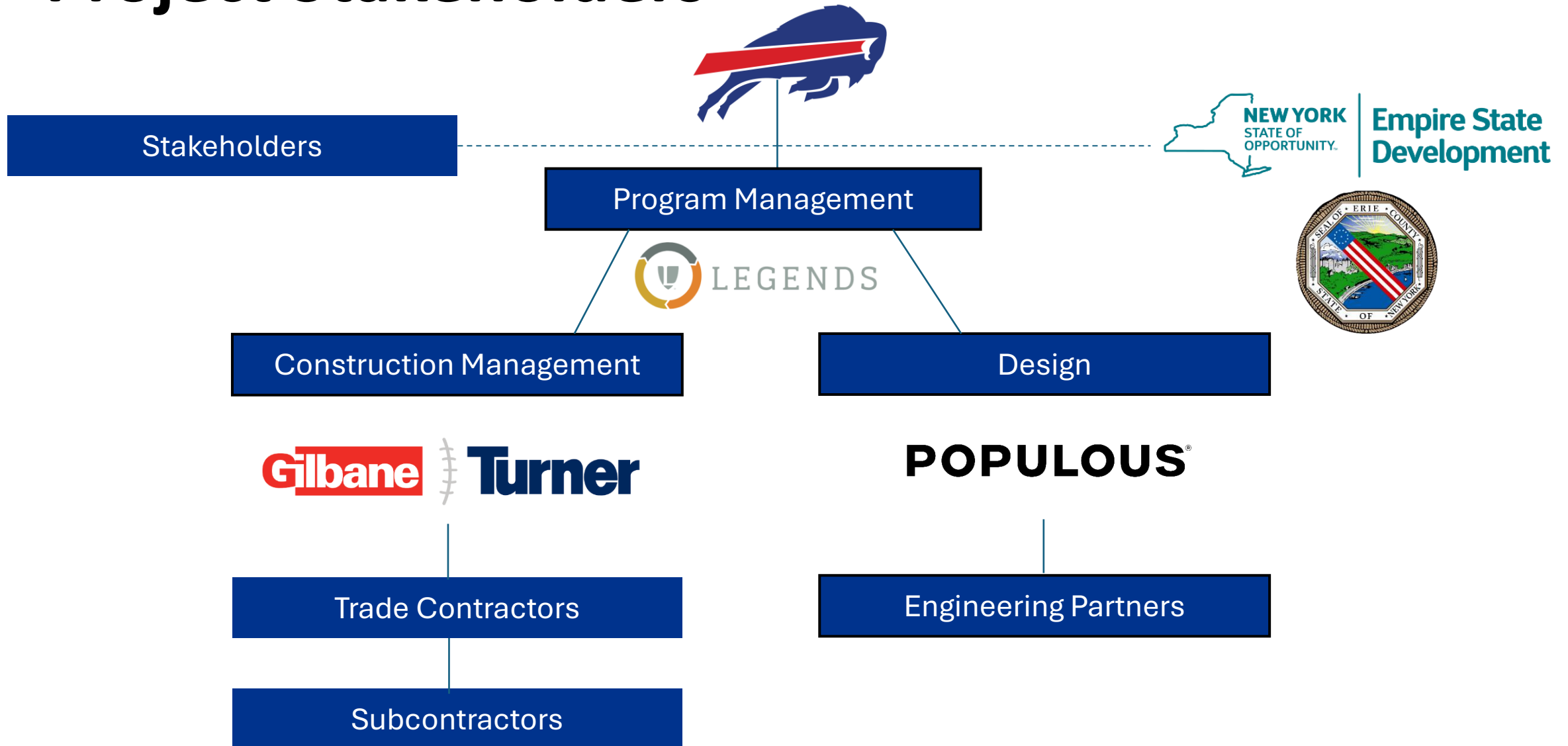


# Construction Update

- Continued progress on interiors, seating bowl, field technology, and exterior façade, including ongoing installation of perforated metal panels, elevators and escalators, lighting, drywall, painting, masonry, ribbon boards, MEPs, Family Circle site prep, etc.



# 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**

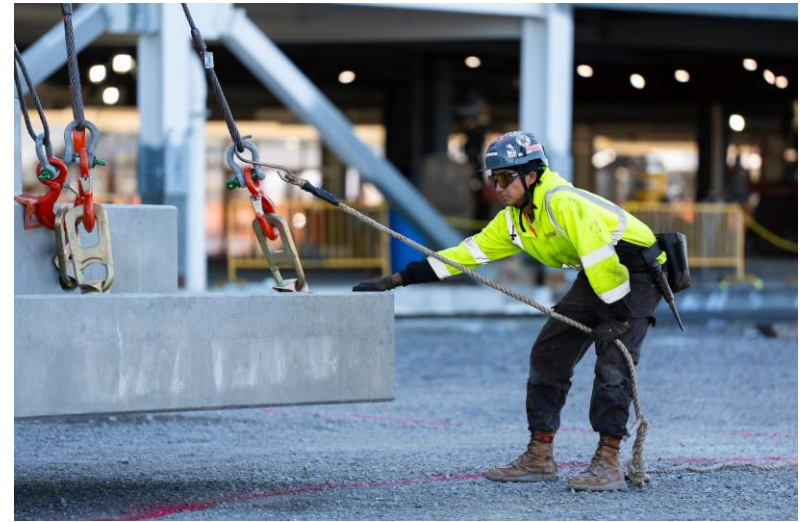


**BELLWETHER**  
ADVISORS, LLC



# Workforce Update

Category	Goal	Through 8/31/2025
Minority Work Hours	15%	24.34%
Women Work Hours	5%	4.34%
Apprentice Work Hours	10%	16.91%



# Business Participation Update

Category	Goal		Paid-to-Date Utilization of Total Contract Q2 2025		Commitment Through Proposal Release #1-4
MBE	\$231,000,000	15%	\$163,248,786	10.6%	16.9%
WBE	\$231,000,000	15%	\$136,810,935	8.9%	16.5%
MWBE	\$462,000,000	30%	\$300,059,721	19.5%	33.4%
SDVOB	\$94,400,000	6%	\$46,765,361	3.0%	5.9%
<b>MWBE &amp; SDVOB Total</b>			<b>\$346,825,082</b>		

# Business Participation Update

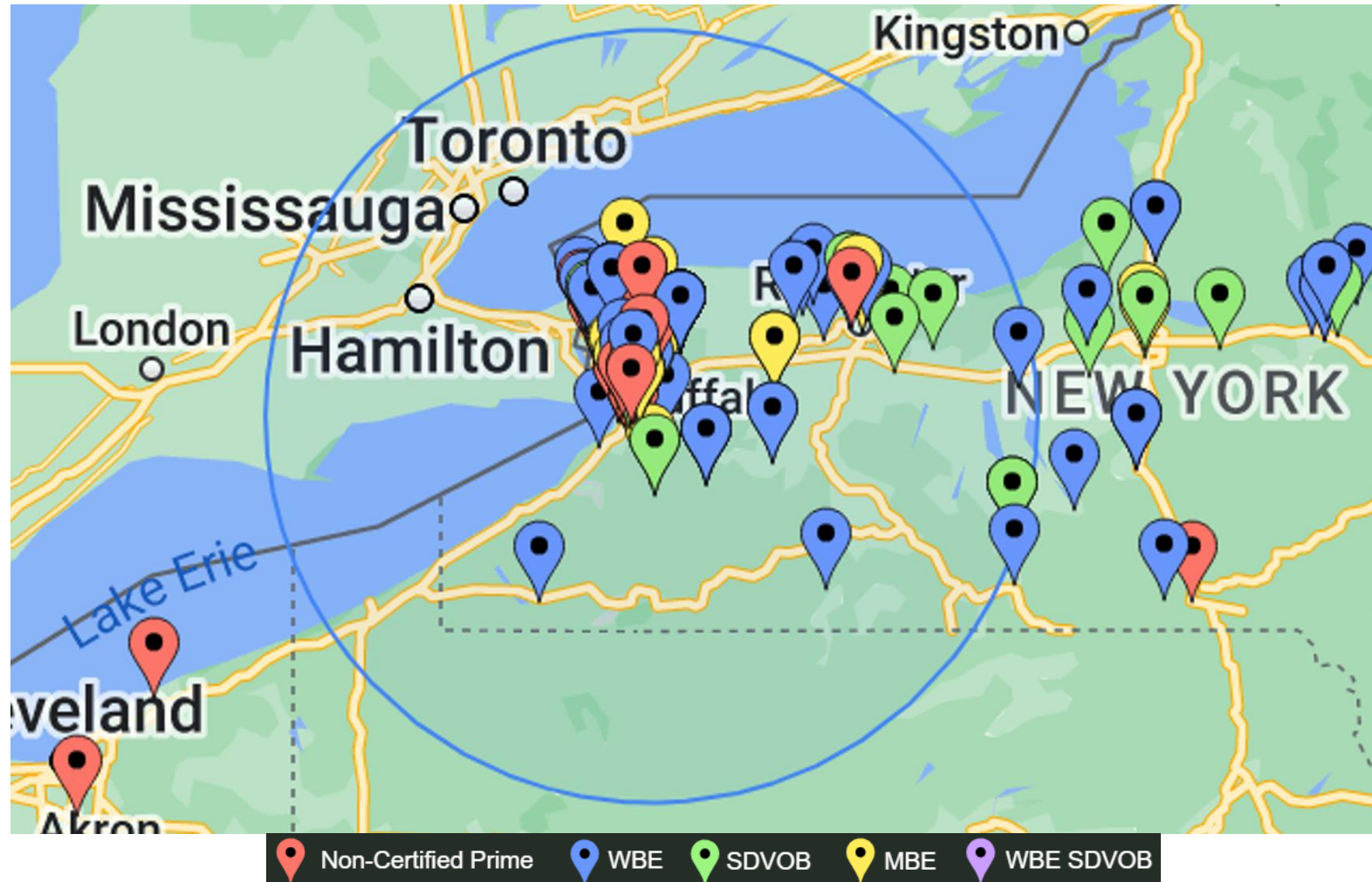
- MWBE/SDVOB Contracts or OCSD-4 Commitments: 324
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments: 193
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments <= \$1,00,000: 146

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
<b>Total &lt;= \$1,000,000</b>	<b>146</b>

\*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](http://www.buffalobillsnewstadium.com/contracting-opportunities)

# Upcoming Contracting Opportunities

## Buffalo Bills Stadium Demolition – RFP #07

- Contractor Information Session held at Northland Workforce Training Center on September 24 at 6:00 pm
- Opportunity to meet the team and learn more about the project scope, schedule, MWBE/SDVOB and workforce requirements, and ways to get involved
- Pre-Bid and Meet the Primes targeted for November, formal date and time will be advertised
- Additional information and interest form is available at [www.buffalobillsnewstadium.com/bills-contracting-opportunities](http://www.buffalobillsnewstadium.com/bills-contracting-opportunities)



### Buffalo Bills Stadium Demolition - RFP #07 Contractor Information Session

#### Scope of Services includes:

- 60: Demolition & Abatement (SC-201)
- 62: Concrete Retaining Wall (SC-301)
- 63: Waterproofing of Retaining Wall (SC-701)
- 64: Plumbing & HVAC - Cut/Cup, Make Ready (SC-2201)
- 65: Electrical - Cut/Cap, Make Ready (SC-2601)
- 66: Sitework and Site Utilities (SC-3101)
- 67: Spoil Pile Load, Haul, Fill existing stadium (SC-3102)



Bills Contracting Opportunities

- All businesses interested in submitting as a Prime/Tier-1 subcontractor must prequalify to receive a Request for Proposal (RFP)
- Lower Tier subcontractors and suppliers are not required to submit pre-qualification information
- We encourage NYS-certified minority-, women- and service-disabled veteran owned and local businesses to participate
- If you provide services relevant to any of the above packages and are interested in participating at a lower-tier level, visit [www.buffalobillsnewstadium.com/bills-contracting-opportunities](http://www.buffalobillsnewstadium.com/bills-contracting-opportunities)



# Construction School

- 7-week program designed to help construction business owners and professionals in related fields build skills and strategies for growth and long-term success



## Gilbane Turner School of Construction Management

September 9 - October 21  
Fall 2025 Session  
Tuesdays from 5:30 - 7:30 PM



Join Gilbane Turner to develop strategies for landing new contract opportunities through increased understanding of principles essential to growing a successful construction business.

This in-person 7 week program will provide classes in:

- « Turner Procurement & Prequalification Process
- « Field Operations & Project Management
- « Sales & Responding to an RFP
- « Construction Scheduling & BIM
- « Accounting for Contractors
- « Insurance & Bonding
- « Contract Documents
- « Reading Drawings
- « Estimating
- « Safety



The free Gilbane Turner School of Construction Management is designed to support emerging businesses in the construction industry and related fields, such as architecture and engineering, by providing tools, knowledge, and resources to help them grow and compete for future opportunities.

Participation is limited to business owners operating in the construction industry or closely related fields.



### Class Location

Larkin Exchange  
726 Exchange Street  
Buffalo, NY 14210



### For Inquiries

Please contact Janice McKinnie,  
Developments by JEM, at  
developmentsbyjem@gmail.com

### Scan to Apply



Applications close August 15

Presented by:



Supporting Partners:



### Important Notice:

Your registration is not automatic acceptance into the program. All applications will be reviewed and acceptance notifications will be sent via email.



**BILLS STADIUM & EVENTS COMPANY**  
ONE BILLS DRIVE | ORCHARD PARK, NEW YORK 14227 | 716.648.3000

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 Operations

- 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 Operations

## Continued Progress

- Ongoing meetings
- Planning and research

## Concessions

- Additional hires and positions continue to be made and posted by Legends
  - Purchasing Director and Concessions Director
- Career fair planning for stadium concessions workforce is underway
- Ongoing meetings, planning and research
  - Working with Erie County Office of Agriculture to identify regional food suppliers
  - Outreach to local businesses
- Contact for interested vendors inquiries:  
**[BillsHospitality@legends.net](mailto:BillsHospitality@legends.net)**



A promotional poster for Highmark Stadium hiring. The top features the Highmark Stadium logo. Below it, a red banner reads "WE ARE HIRING". The background is a night-time view of the stadium filled with fans. Text in the center says "LEGENDS GLOBAL IS HIRING FOR THE 2026 SEASON. JOIN OUR TEAM AT THE NEW HIGHMARK STADIUM!". A QR code with the Highmark Stadium logo is in the center. Below the QR code, it says "To see the most recent job opportunities, click the link below or scan the QR Code." and "VIEW OPEN OPPORTUNITIES". The Legends Global logo is at the bottom.

HIGHMARK STADIUM

**WE ARE HIRING**

LEGENDS GLOBAL IS HIRING  
FOR THE 2026 SEASON.

JOIN OUR TEAM AT THE  
NEW HIGHMARK STADIUM!

LEGENDS GLOBAL

To see the most recent job opportunities, click  
the link below or scan the QR Code.

**VIEW OPEN OPPORTUNITIES**

# 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"> <li>✓ Post &amp; Begin Interviews for Essential Roles: General Manager, Executive Chef &amp; Controller</li> <li>✓ Further Develop Technology Needs for F&amp;B and Retail</li> </ul>	<ul style="list-style-type: none"> <li>✓ Post &amp; Begin Interviews for Other Key Roles: Director of Sales &amp; Director of HR</li> <li>• Personnel Logistics</li> </ul>	<ul style="list-style-type: none"> <li>• Post &amp; 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, &amp; Assistant Tour Operations Manager</li> <li>• Further Develop and Refine Concession Needs</li> </ul>	<ul style="list-style-type: none"> <li>• Post &amp; Begin Interviews for Other Key Roles: Employee Engagement, Legends IQ, Beverage Manager, Suites Managers, Club Managers, Event Sales Managers, Sous Chefs, Local Eats Managers, &amp; Warehouse Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Post Other Open Roles</li> <li>• Six Month Timeframe</li> </ul>

LEGENDS // DELIVERING HOLISTIC SOLUTIONS FOR LEGENDARY BRANDS



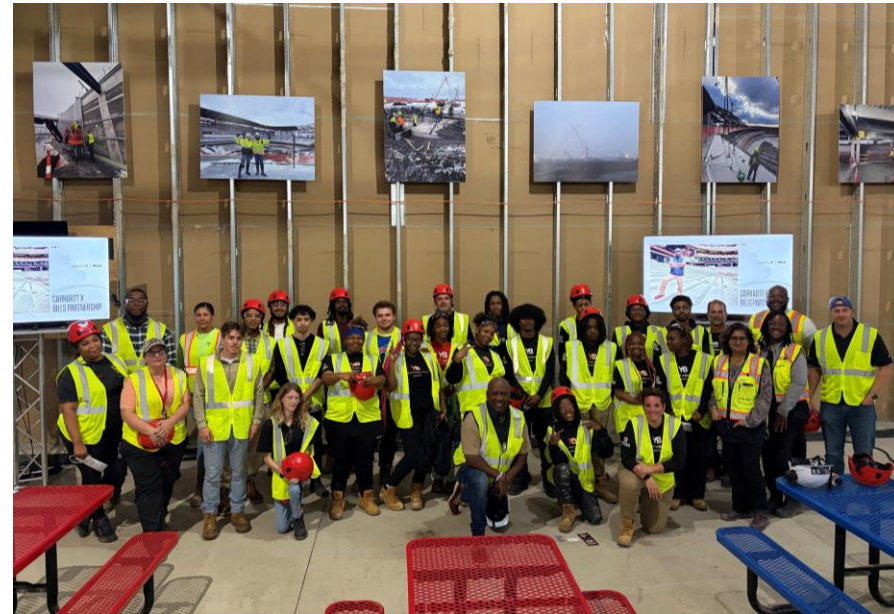
A group of Buffalo Bills players in their white and blue uniforms are huddled together, with their hands clasped in the center. The image is dimly lit, with the text overlaid in the center. The players' helmets feature the team's logo, and their jerseys have blue and white stripes. The overall mood is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

# Community Benefits and Community Investment



# Bills In The Community Recap

- Crucial Catch
- Huddle for Hunger
- YouthBuild and SUNY Erie Construction Site Visit and Panel
- SUNY Erie Mentorship Program Launch – C.A.M.P.



# Public Transportation Hub

- Public Hearing: Monday, October 27<sup>th</sup> at 6:00 p.m.
- Downtown Central Library
- Mason O. Damon Auditorium



# CBA Website

## 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](mailto: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





# CBOC Meetings

- Physical and online postings to [buffalobills.com](http://buffalobills.com) and [erie.gov](http://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 including fliers distributed to the Delevan Grider Community Center, Buffalo's Golden Corner Store on Jefferson Ave, Frank E. Merriweather Library, Golden Cup Coffee on Jefferson Ave, and Mandella Market on E. Ferry
- 2<sup>nd</sup> Monday of each month\*
- Accessible Meeting Notices, Meeting Minutes, Meeting Agendas, Meeting Materials, Annual Reports, and CBOC Directory

  
**ATTENTION**  
 Community Members You Are Invited To Attend 

**>>> COMMUNITY BENEFITS OVERSIGHT COMMITTEE MEETING <<<**  
**Wednesday, July 23 at 11AM**  
**ECC South Campus Building #5 Room 5102; 4041 Southwestern Blvd, Orchard Park, NY 14127**

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.

This 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.

  
SCAN ME

BUFFALO BILLS  
2023  
COMMUNITY BENEFITS  
ANNUAL REPORT

**FOR MORE INFORMATION**  
 VISIT OUR WEBSITE  
[WWW.DEVELOPMENTSBYJEM.COM](http://WWW.DEVELOPMENTSBYJEM.COM)  
 EMAIL US  
[INFO@DEVELOPMENTSBYJEM.COM](mailto:INFO@DEVELOPMENTSBYJEM.COM)  
 FOLLOW US  
[@JEMDEVELOPS](https://www.instagram.com/jemdevelops)



# Looking Ahead



