

Community Benefits Oversight Committee

Enterprise Charter School - Gymnasium, Buffalo, NY | November 17, 2025
Meeting #18

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 word "Construction" is overlaid in white text on the center of the image.

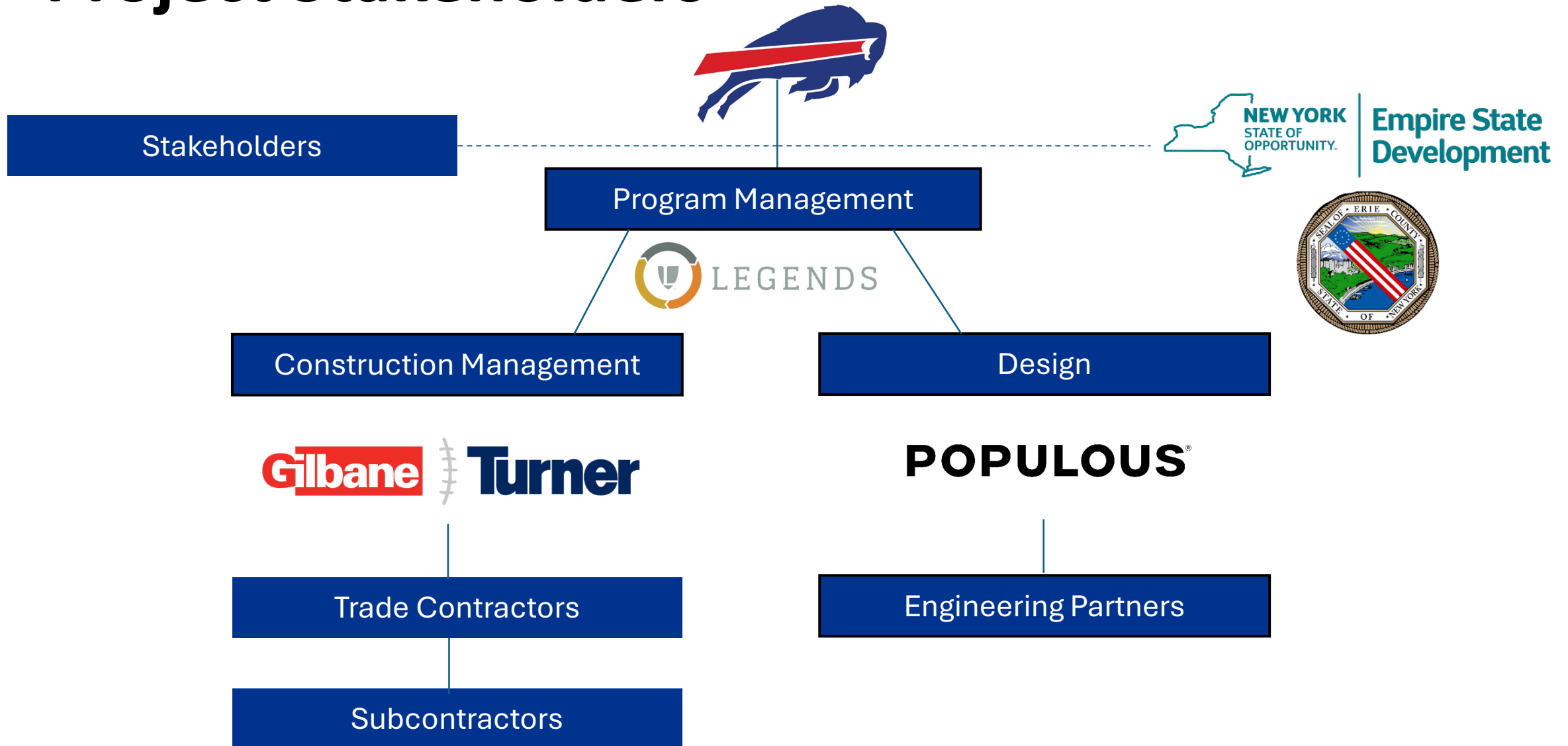
Construction

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



Workforce Update

Category	Goal	Through 9/30/2025
Minority Work Hours	15%	24.17%
Women Work Hours	5%	4.36%
Apprentice Work Hours	10%	17.17%



Business Participation Update

Category	Goal		Paid-to-Date Utilization of Total Contract Q3 2025		Commitment Through Proposal Release #1-4
MBE	\$231,000,000	15%	\$191,966,854	12.5%	16.9%
WBE	\$231,000,000	15%	\$171,737,900	11.2%	16.5%
MWBE	\$462,000,000	30%	\$363,704,754	23.6%	33.4%
SDVOB	\$94,400,000	6%	\$56,905,624	3.7%	5.9%
MWBE & SDVOB Total			\$420,610,378		



Empire State
Development

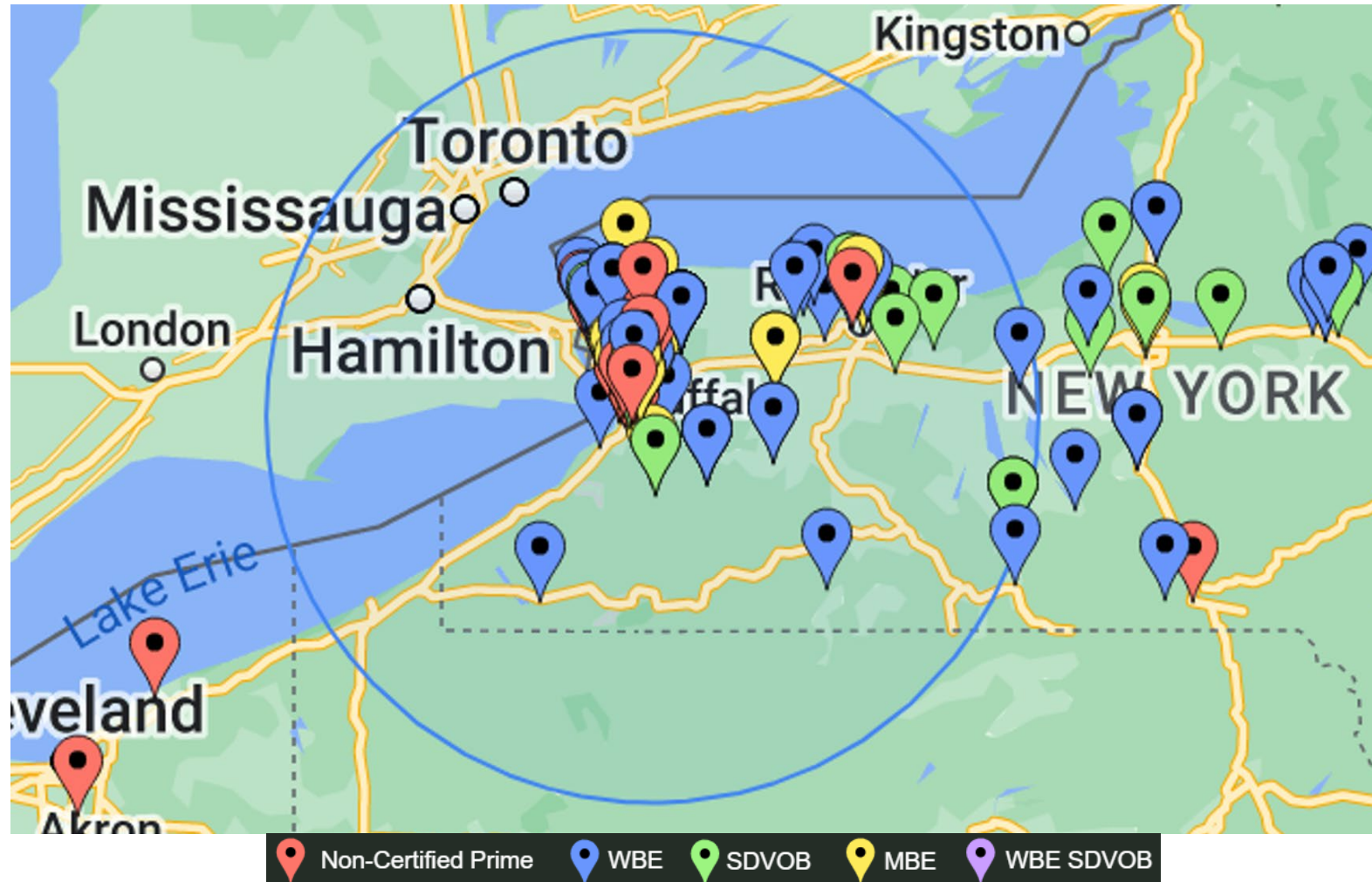
Business Participation Update

- MWBE/SDVOB Contracts or OCSD-4 Commitments: 363
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments: 221
- Regional MWBE/SDVOB Contracts or OCSD-4 Commitments <= \$1,00,000: 166

Regional MWBE/SDVOB Contracts or OCSD-4 Commitments	
< \$24,999	48
\$25,000 – \$49,999	18
\$50,000 – \$99,999	17
\$100,000 – \$249,999	31
\$250,000 – \$499,999	26
\$500,000 – \$1,000,000	26
Total <= \$1,000,000	166

*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.**

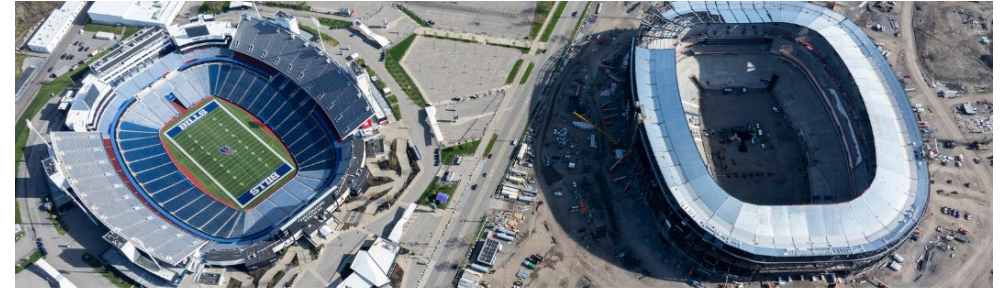
***BOLD** = Regional

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

Upcoming Contracting Opportunities

Buffalo Bills Stadium Demolition – RFP #07

- Meet the Primes events hosted on November 13 at Existing Highmark Stadium
- Opportunity to network with invited Prime/Tier-1 firms actively seeking partnerships on the demolition scope of services for the existing Highmark Stadium
- Contractor Information Session held at Northland Workforce Training Center on September 24 at 6:00 pm
- Additional information, including company names and contacts for all Prime/Tier-1 firms, and interest form is available at www.buffalobillsnewstadium.com/bills-contracting-opportunities



Buffalo Bills Stadium Demolition - RFP #07

Meet the Primes Session

Attend this session to network with invited Prime/Tier-1 firms actively seeking partnerships on the demolition scope of services for the existing Highmark Stadium. Minority-, women-, service-disabled veteran-owned firms are encouraged to attend, network, and engage with Prime/Tier-1 firms pursuing this project. A site walk through will follow the conclusion of the event.

Location:

Existing Highmark Stadium - Pepsi West Club
One Bills Drive, Orchard Park, NY 14127
Parking available in Lot 6

Date and Time:

November 13, 2025: 11:00 - 12:00 pm

*Project Website
to Register:



Bills Contracting Opportunities

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)

- 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



BILLS STADIUM & EVENTS COMPANY
ONE BILLS DRIVE | ORCHARD PARK, NEW YORK 14127 | 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



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 is displayed in the center, with the Highmark Stadium logo integrated into it. 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 bottom right corner features the Legends Global logo.

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"> ✓ 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

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

MWBE Certification Sessions

- MWBE Certification Informational Session specific to food growers, producers, and processors hosted the evening of November 5th
- Presented by the Buffalo Bills Foundation in community partnership with the Food Policy Council of Buffalo & Erie County and Developments by JEM
- Participated by Legends Global hospitality team leadership, Erie County EEO, and the Bills
- 27 individual businesses and 41 guests attended
- The next information session is December 11th at the Merriweather Library
- Marketing began in early October including distribution by the Food Policy Council to all constituents and targeted outreach to area partners and farms

MWBE CERTIFICATION

MINORITY AND/OR WOMEN-OWNED BUSINESS ENTERPRISE




INFORMATIONAL SESSION

OPEN TO WNY FOOD GROWERS, PRODUCERS, & PROCESSORS

Toyota Sideline Club
Highmark Stadium
1 Bills Drive,
Orchard Park, NY 14127

**WEDNESDAY
NOV. 5**
5:30PM - 7:30PM

REGISTRATION REQUIRED






<https://forms.office.com/r/2xt8nRgPh>

Register for a **FREE** informational session to learn more about the Minority and/or Women-Owned Business Enterprise certification process.

Deadline to register 10/31/2025

A COMMUNITY PARTNERSHIP WITH:





Bills In The Community Recap

- SUNY Erie Mentorship Program Launch – C.A.M.P.
- Gilbane Turner Construction School of Management
- Salvation Army Red Kettle Luncheon
- Free Mobile Food Markets at Buffalo Public School Saturday Academies through month of November in partnership with Buffalo Go Green and Massachusetts Avenue Project
- Seneca Nation Flag Football Clinic and Facility Visit in celebration of Native American Heritage month



Public Transportation Hub

- Public Transportation Hub Public Hearing held on October 27th at 6:00 p.m. in the Downtown Central Library Auditorium
- Hosted by Developer for County residents to review the plans for the public transportation hub and conducted in accordance with NY Open Meetings Law
- Led by the Bills' SVP of Venue & Fan Experience, VP of Stadium Development, VP of Stadium Relations, and NFTA's Manager of Service Planning
- Reviewed and recapped efforts and achievement of CBA section 3(i) Transportation Improvements objectives
- Citizens for Regional Transit, Empire State Passengers Association, Partnership for the Public Good, American Transit Local 1342, and residents from the Region provided feedback



CBA Website



NEWS VIDEO PHOTOS TEAM SCHEDULE NEW STADIUM MVP ... 🔍 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 | 716.648.3000

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 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
- 2nd Monday of each month*
- Accessible Meeting Notices, Meeting Minutes, Meeting Agendas, Meeting Materials, Annual Reports, and CBOC Directory

Looking Ahead



