


Community Benefits Oversight Committee

**Isaias Gonzalez-Soto Branch Library | January 12, 2026
Meeting #20**

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.

Old Business

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.

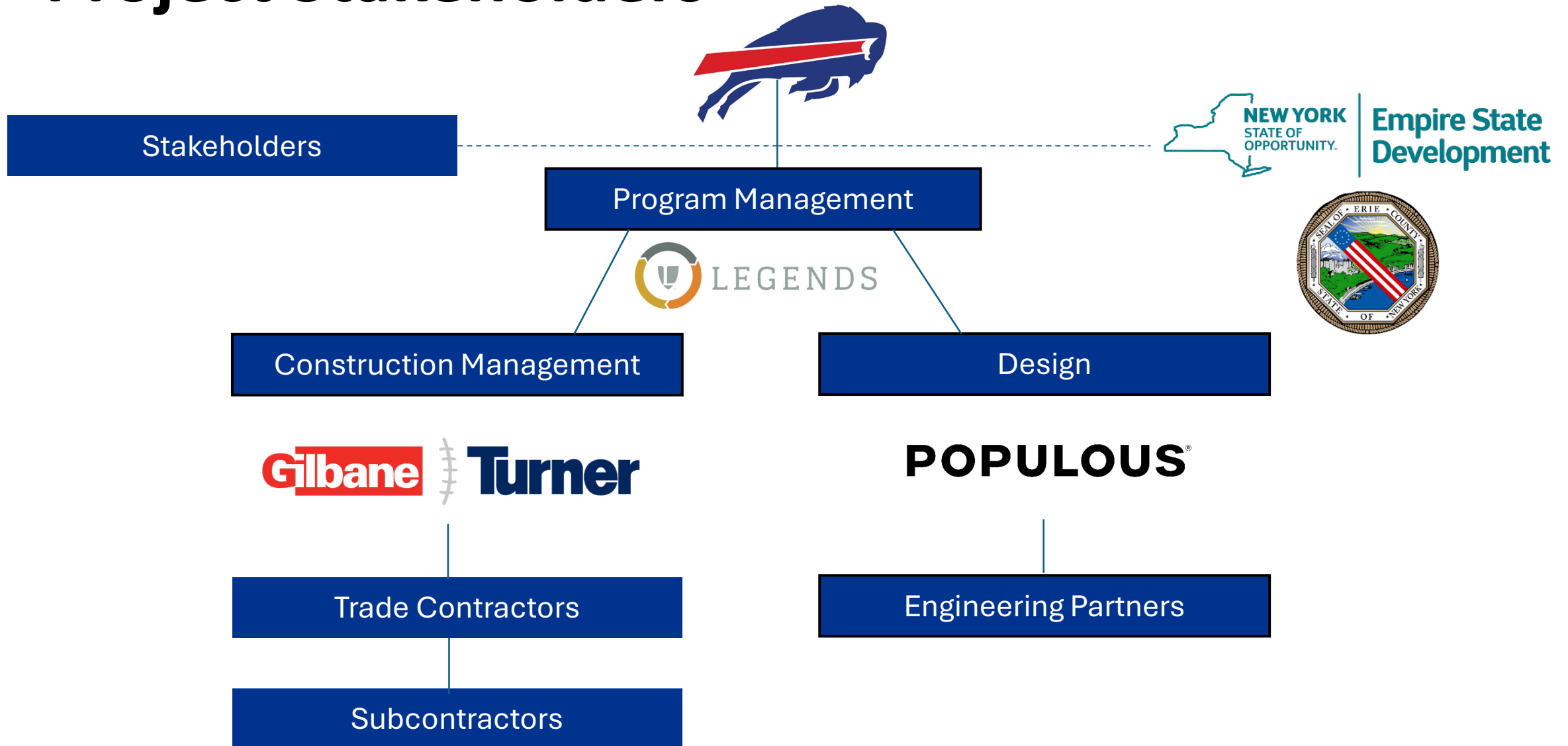
Construction

Construction Update

- Continued progress on exteriors and interiors, including ongoing installation of lighting, drywall, painting, flooring, masonry, scoreboard and 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 11/30/2025
Minority Work Hours	15%	24.16%
Women Work Hours	5%	4.51%
Apprentice Work Hours	10%	17.13%



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



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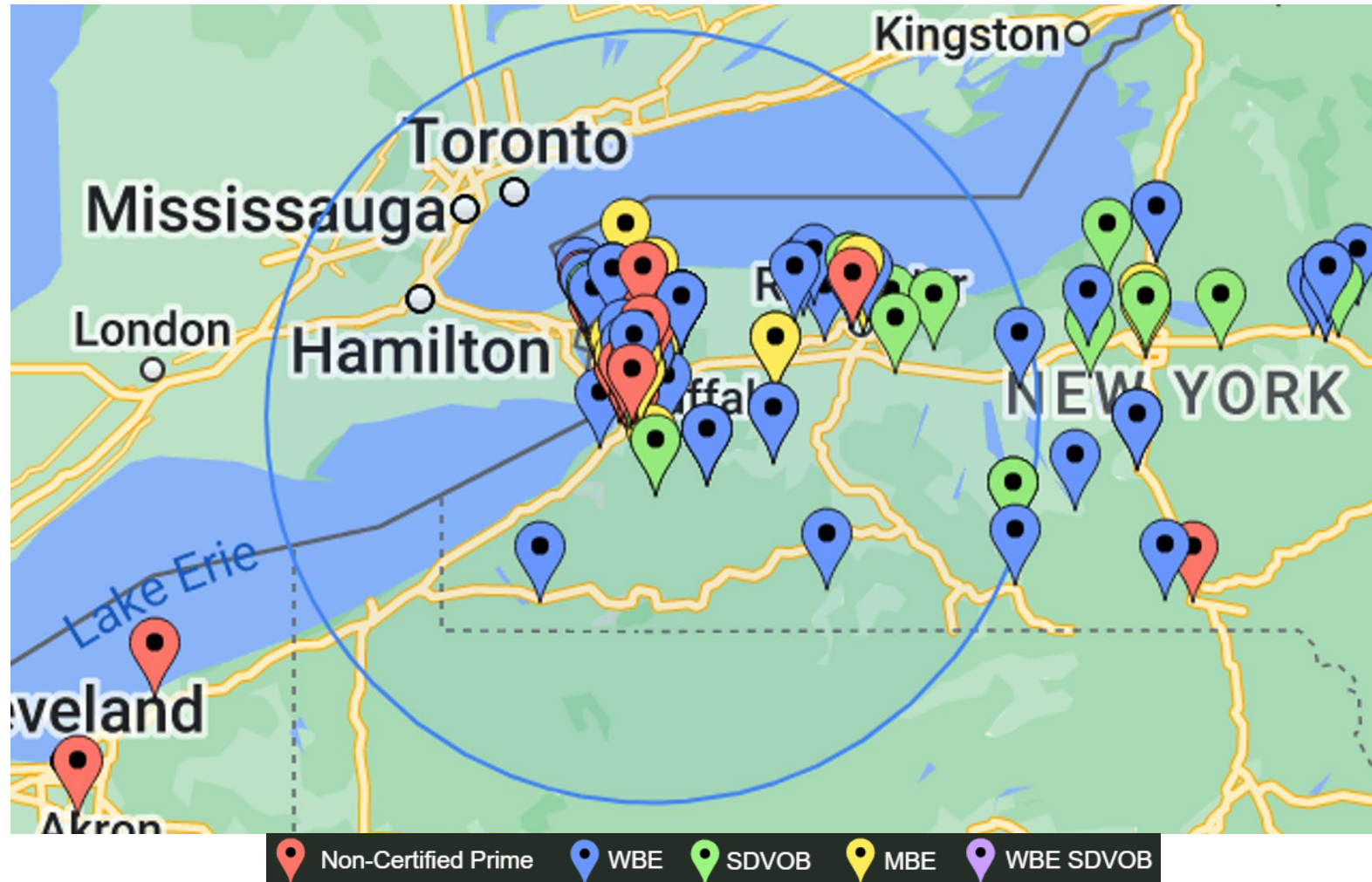
Business Participation Update

- 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

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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

- Legends has contacted 100% of known Erie County certified MWBEs with directory descriptions related to or adjacent to food products; initial discussions have been made with 75%
- Legends has also met or sampled 7 additional minority and women-owned businesses that potentially qualify for Erie County MWBE certification
- Legends is actively working with Erie County Office of Agriculture to identify and schedule visits to regional and MWBE food producers and growers
- Additional hires and positions continue to be made and posted by Legends
- Contact for interested vendors inquiries: [**BillsHospitality@legends.net**](mailto:BillsHospitality@legends.net)

Post Construction Operations



WE ARE HIRING

LEGENDS GLOBAL IS HIRING
FOR THE 2026 SEASON.

JOIN OUR TEAM AT THE
NEW HIGHMARK STADIUM!



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

VIEW OPEN OPPORTUNITIES



UNLOCK GROWTH. BUILD LEGACY.

Apply to be part of Legends Global
Supplier Development Series through
the Business Incubator Program (BIP)
and Diversity Legacy Program (DLP)

Two powerful development opportunities
designed to help diverse-owned businesses grow,
scale, and succeed across Facility Management,
and Food & Beverage.

PROGRAM SNAPSHOT

- 6 Weeks (BIP) March 4 – April 8, 2026
- 6 Months (DLP) April 23 – October 22, 2026
 - DLP is open to BIP graduates only
- Format: Virtual Interactive sessions
(1.5 hours each)
- Eligibility: Certified or eligible
diverse-owned businesses

APPLY BY: FEBRUARY 7, 2026

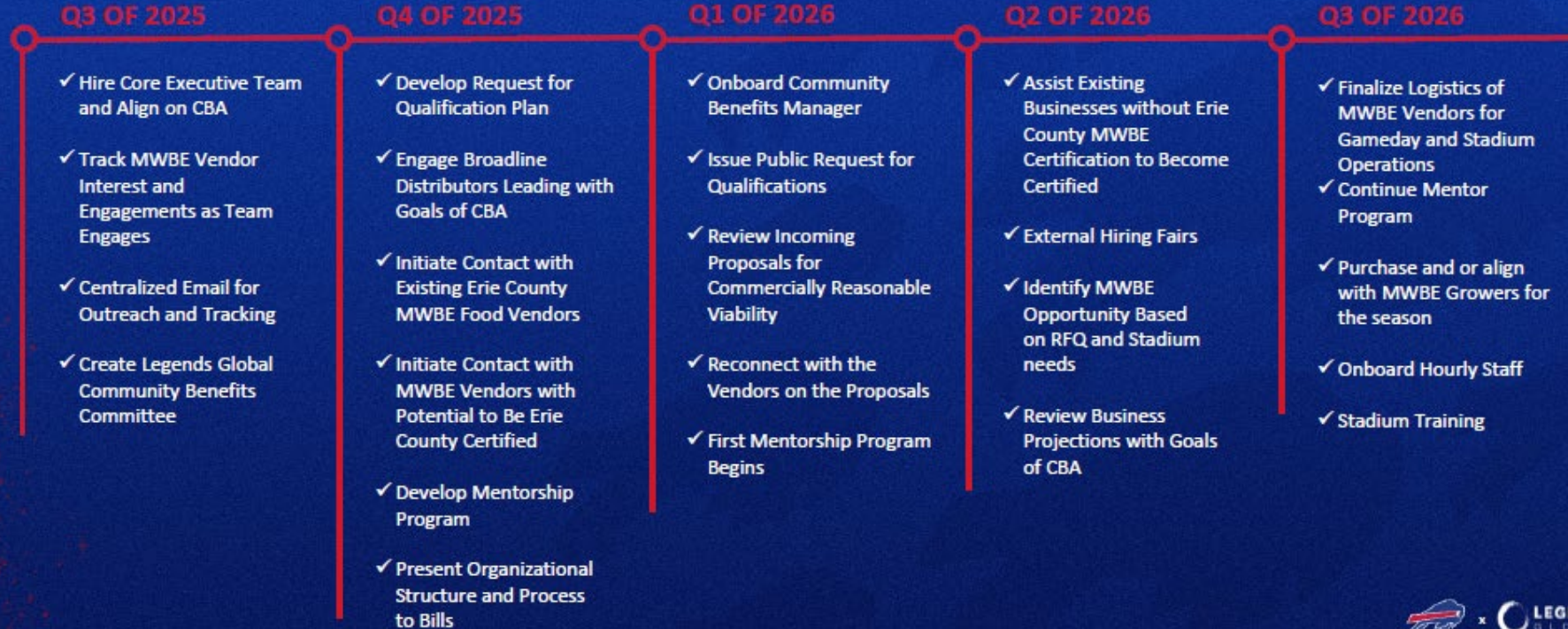
**SCAN TO LEARN MORE
OR APPLY TODAY**

www.LegendsGlobal.com
supplierdiversity@LegendsGlobal.com



Concessions

LEGENDS GLOBAL CBA PROGRAM TIMELINE



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 the evening of December 11 at Merriweather Library
- 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
- November 5 session: 27 individual businesses and 41 guests attended
- 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

Frank E. Merriweather Jr. Library
Auditorium
1324 Jefferson Avenue
Buffalo, NY 14208

**THURSDAY
DEC. 11**
5:30PM - 7:30PM

REGISTRATION REQUIRED



[Link to Register](#)

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

Deadline to register 12/8/2025

DEVELOPMENTS BY



A COMMUNITY PARTNERSHIP WITH:





Bills In The Community Recap

- Holiday Season activities and distributions
- Inspire Change initiatives: Code Blue donation, Buffalo Public School scholarship program
- CPR Training and Play 60 events



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 | 716.648.3800

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

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 text "New Business" is overlaid in white. The background is a locker room with lockers visible.

New Business

Looking Ahead



