

MINUTES

NEW HIGHMARK STADIUM COMMUNITY BENEFITS OVERSIGHT COMMITTEE

February 9, 2026

SUNY Erie – South Campus – Room 5102
4041 Southwestern Blvd, Orchard Park, NY 14127
Monday, February 9, 2026

The CBOC convened for its 21st meeting on Monday, February 9, 2026, at SUNY Erie – South Campus in Orchard Park, NY. The meeting was conducted in person and via videoconference and public notice was posted in accordance with NY Open Meetings Law.

AGENDA ITEM NO. 1 Call to Order, Roll Call and Establish Quorum

The meeting was called to order by Chairman Blue at 11:05 AM ET. Chairman Blue established that a quorum was present. Chairman Blue then invited CBOC members to provide brief introductions for the audience.

MEMBERS PRESENT: Penny Semaia, Todd Starowitz, Toni Cannady, Chairman Mark Blue, Erich Weyant, Franchelle Parker*, Rhonda Frederick*, Mo Sumbundu* – 8

MEMBERS ABSENT: Maria Whyte – 1

*Members Sumbundu and Frederick were present via videoconference, which per NY OML and the CBOC's video conferencing procedures (available here: <https://www3.erie.gov/eo/sites/www3.erie.gov/eo/files/2024-08/cboc-written-procedures-regardingvideoconferencing-due-to-exigent-circumstances.pdf>) shall not count toward a quorum of the CBOC..

Chairman Blue closed Agenda Item No. 1.

AGENDA ITEM NO. 2 Approval of Meeting Minutes from January 12, 2026, CBOC Meeting (Action Item)

Chairman Blue requested a motion to accept the meeting minutes from the committee's meeting minutes on January 12, 2026. Upon a motion by Member Weyant, seconded by Member Semaia, and without opposition, the CBOC approved the meeting minutes.

Chairman Blue closed Agenda Item No. 2.

AGENDA ITEM NO. 3 Old Business

Chairman Blue opened the floor for committee members to discuss old business. No old business was brought forth by committee members.

Chairman Blue closed Agenda Item No. 3.

AGENDA ITEM NO. 4 Community Benefits Updates

As part of the Community Benefits Update, Member Semaia, in his capacity as Community Benefits Director on behalf of Developer, provided a community benefits update.

Member Semaia reported that stadium construction has continued to progress. Ongoing work includes advancements in interior spaces to ensure successful opening.

BUSINESS PARTICIPATION AND WORKFORCE HOUR OBJECTIVE UPDATES

Member Semaia provided an interim update outlining Developer’s progress regarding the MWBE/SDVOB business participation and workforce hour objectives relating to the new Highmark Stadium. *Member Semaia reported as follows:*

- Workforce Update:
 - As of December 31, 2025, Developer has exceeded its minority and apprentice workforce hours, reporting (i) 23.37% for minority work hours (which exceeds the 15% goal) and (ii) 17.21% for apprentice work hours (which exceeds the 10% goal). Developer also reported the following percentages with respect to women work hours: 4.44% for women work hours (which falls just below the 5% target). Outreach and engagement efforts will be made throughout March for Women in Construction month.

Category	Goal	Through 12/31/2025
Minority Work Hours	15%	23.37%
Women Work Hours	5%	4.44%
Apprentice Work Hours	10%	17.21%

- Business Participation Update:
 - As of the Q3 2025 quarterly update from Empire State Development’s Office of Contractor and Supplier Diversity, the Developer has a paid-to-date utilization of \$191,966,854 toward Minority-Owned Business Enterprises (MBEs), \$171,737,900 toward Women-Owned Business Enterprises (WBEs), and \$56,905,624 toward Service-Disabled Veteran-Owned Businesses (SDVOBs), for a collective total of \$420,610,378 paid toward MWBE and SDVOB participation. This reflects utilization progress of 12.5% toward the 15% goal for MBEs, 11.2% toward the 15% goal for WBEs (which is 23.6% of the 30% total MWBE goal), and 3.7% toward the 6% goal for SDVOBs. Additionally, the demolition scope provides additional opportunity to close remaining .1% gap for SDVOB participation.

Category	Goal		Paid-to-Date Utilization of Total Contract		Commitment Through Proposal Release #1-4
			Q3 2025		
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		

- Developer has awarded a total of 363 MWBE/SDVOB contracts or OCSD-4 commitments. 221 of the awarded MWBE/SDVOB contracts or OCSD-4 commitments have been made to Regional MWBE/SDVOBs. 166 of the Regional MWBE/SDVOB contracts or OCSD-4 commitments have been made for a value less than or equal to \$1,000,000, representing results of the Developer’s efforts in defining, segmenting or sizing bid packages at levels to increase the likelihood MWBE firms are reasonably able to successfully undertake such projects and to ensure MWBE contractors and/or subcontractors retained for the Project shall come from the Western New York Region.
 - 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



○ Member Semaia provided the following list of prime contractors:

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| <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • 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. |
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*BOLD = Regional

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

POST CONSTRUCTION OPERATION

Member Semaia highlighted the Maintenance and Operations and Concessions goals outlined in the CBA, noting ongoing collaboration with state stakeholders, including the Erie County Stadium Corporation, on related processes:

- “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:
 - 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
 - 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”

Member Semaia provided an update on the Developer’s ongoing meetings with, and the efforts being made by both the Developer and Legends Global in support of CBA goals:

- Continued planning and research using New York State and Erie County databases of certified firms
- Legends has contacted 100% of known Erie County certified MWBEs with directory descriptions related or adjacent to food products, with initial discussions held with approximately 75%
- Legends has met with or sampled products from seven additional minority and women-owned businesses that may qualify for Erie County MWBE certification
- Legends is working with the Erie County Office of Agriculture to identify and schedule visits with regional and MWBE food producers and growers
- Additional hires and positions continue to be made by Legends, including a full time Community Benefits representative
- Legends has established a dedicated email address, BillsHospitality@legends.net, for vendors interested in submitting inquiries related to concessions
- Legends is launching a free food and beverage and facilities service mentorship program, the Legends Global Supplier Development Series, a six-week business incubator for certified or eligible diverse-owned businesses, with applications closing February 7
- Legends will be hosting career fairs for those interested in working with their team at the new Highmark Stadium

Member Semaia shared a high-level timeframe for Legends’ concessions planning and implementation:



ADDITIONAL COMMUNITY BENEFITS UPDATES

Member Semaia introduced Developments by JEM to provide an overview and update of their efforts from 2024-2026 and engagements, including but not limited to:

- General Contractor Meet the Primes
- Community Huddles
- MWBE Training Day and Conference Vendor
- Women in Construction Events
- Workforce Opportunity Career Fairs
- Buffalo Bills Public Art Program
- “Certified, Now What?” Workshop Series and Capacity Building
- Gilbane Turner School of Construction Management 7-Week Course
- Farmers, Food Processors, and Growers MWBE Informational Sessions

Developments by JEM next provided an MWBE Certification Report summarizing its MWBE Certification Session program, which aims to help businesses obtain certification:

Developments by JEM MWBE Synopsis 2024-2025			
	Cohort 1	Cohort 2	Total
Registered for Class	42	38	80
Confirmed for Class	20	24	44
Completed the Class	19	18	37
Applied for MWBE Certification	18	6	24
Certified	13	4	17
Pending	2	3	5
Denied	1		1
NYS Certified	13	4	17
Erie County Certified	2	1	3
City of Buffalo Certified	3	1	4
Certified Business Type:			
Cleaning Services	1	0	1
Consulting	5	2	7
Education Consulting	1	0	1
Hair & Beauty	1	0	1
Locksmith	1	0	1
Other		1	1
Restaurant/Food Processing	4	0	4
Women's Empowerment	1	1	2
	14	5	19

Developments by JEM noted that all certification determinations are made by New York State and/or Erie County. Identified barriers to applying for certification through New York State and Erie County include unfiled recent tax returns, the absence of a business bank account, and a lack of contracts or invoices to demonstrate services rendered.

Next, Member Semaia discussed the Bills and Developer’s various initiatives over the prior month, including:

- Black History Month: partner with Buffalo Fashion Runway 3rd Annual Black Carpet III event, Buffalo black-owned businesses list published and form to submit interest, helpful resource links to NYS and Erie County certification assistance and databases
- Women in Construction Week Planning

Lastly, Member Semaia highlighted methods of outreach for information pertaining to the CBOC, including physical and online postings to buffalobills.com and erie.gov, as well as distribution to papers of record such as the *Buffalo Challenger*, *The Criterion*, *Grand Island Dispatch*, *East Aurora Advertiser*, and *Lancaster Bee*. Additionally, information is shared with news media outlets like WUFO, *Buffalo News*, WIVB, WKBW, WGRZ, and Spectrum News. Further community outreach by the Bills includes flyers being placed in community centers, including 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 by community engagement coordinator Developments by JEM. Meeting Notices, Meeting Minutes, Meeting Agendas, Meeting Materials, Annual Reports, and the CBOC Directory are all made available to the public.

Comments by committee members:

- **Member Sumbundu** asked if any businesses have been added to the right-sized contract list and if any MWBEs certified through Developments by JEM have received work on the stadium project.
 - **Member Semaia** responded that he will have to check the list.
- **Chairman Blue** asked Developments by JEM how many food businesses were graduated or eligible to be added to list of MWBEs.
 - **Developments by JEM** responded that the graduation from the Construction School of Management was not process for becoming a general contractor, it was for general contractors to enhance their capabilities.
- **Member Sumbundu** inquired about the certification outcomes of the Gilbane | Turner School of Construction Management that Developments by JEM assisted with and noted that it is important for the CBOC to understand the outcomes of efforts to train and certify individuals, so that the benefits of the work being done are clear and can be properly assessed.
 - **Member Semaia** responded to clarify Developments by JEM has assisted with a diverse range of programs. He highlighted the Construction School of Management enhancement course, which helps businesses grow their skillsets and expand networking opportunities. He also noted that Developments by JEM will provide certification data on the workshops they led in their presentation.
- **Member Weyant** asked about certification for food processors and growers and whether details were available.
 - **Member Semaia** noted that Developments by JEM will provide this information in their presentation (four restaurants/food processors have been certified).

Chairman Blue closed Agenda Item No. 4.

AGENDA ITEM NO. 5 New Business

Chairman Blue closed Agenda Item No. 5.

No new business was brought forth by CBOC members.

AGENDA ITEM NO. 6 Public Comment

Chairman Blue opened the meeting for public comment, which is limited to three (3) minutes per commenter. No members of the public provided comment.

Chairman Blue closed Agenda Item No. 6.

AGENDA ITEM NO. 7 Adjournment

Chairman Blue adjourned the meeting at 11:27 AM ET.

The next CBOC meeting is tentatively scheduled for Monday, March 9, 2026, with the location to be determined by Erie County.