

MINUTES

NEW HIGHMARK STADIUM COMMUNITY BENEFITS OVERSIGHT COMMITTEE

March 9, 2026

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

The CBOC convened for its 22nd meeting on Monday, March 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 11:06 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, Maria Whyte, Franchelle Parker, Rhonda Frederick*, Mo Sumbundu – 8

MEMBERS ABSENT: Erich Weyant – 1

*Member Frederick was 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 February 9, 2026, CBOC Meeting (Action Item)

Chairman Blue requested a motion to accept the meeting minutes from the committee's meeting minutes on February 9, 2026. Upon a motion by Member Sumbundu, 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.

Chariman 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 toward a June 1 substantial completion date. 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 \$218,565,211 toward Minority-Owned Business Enterprises (MBEs), \$196,097,791 toward Women-Owned Business Enterprises (WBEs), and \$59,654,558 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 14.2% toward the 15% goal for MBEs, 12.7% toward the 15% goal for WBEs (which is 26.9% of the 30% total MWBE goal), and 3.9% toward the 6% goal for SDVOBs.

Category	Goal		Paid-to-Date Utilization of Total Contract Q4 2025		Total Project Commitment
MBE	\$231,000,000	15%	\$218,565,211	14.2%	17.5%
WBE	\$231,000,000	15%	\$196,097,971	12.7%	17.8%
MWBE	\$462,000,000	30%	\$363,704,754	26.9%	35.3%
SDVOB	\$94,400,000	6%	\$59,654,558	3.9%	6.0%
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:
 - 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

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:

- **Bills Guest Experience held a Job Fair where 100+ game day job offers were made**
- 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%
- To date, 52 businesses in Region reached by Legends; 36 are MWBE and 12 are certified MWBE
- 2 Opportunity Fairs to engage current stadium employees were held with over 300 current employees engaged

- 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
- Legends will be hosting career fairs for those interested in working with their team at the new Highmark Stadium
- All current NPO groups in current stadium have been contacted with contact made to 40 additional local NPO groups
- Legends has established a dedicated email address, BillsHospitality@legends.net, for vendors interested in submitting inquiries related to concessions

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



ADDITIONAL COMMUNITY BENEFITS UPDATES

Member Semaia invited Dan Fonterra of SUNY Erie to highlight their partnerships and programming with the Buffalo Bills:

- Level Up: Taste of Diversity
- Men of Merit Mentorship Program
- Guest Speaker: SUNY Football Team
- Guest Speaker: Career Program
- Student Program: Stadium Visit and Trades Panel and Networking
- Pilot Mentorship Program: Buffalo Bills Community Advancement Mentorship Program
- Culinary Program

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

- National Women in Construction Week (Women's History Month)

- McKinley High School – Career and Technical Education and Building Trades Program

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 what types of jobs were included in the 100+ positions referenced from the Bills hiring event.
 - **Member Semaia** noted that the roles were listed in the presentation and included Ticket Greeters, Ushers, Elevator Operators, ADA Services, and Premium Hospitality positions.
- **Member Sumbundu** asked whether the 52 firms and 36 MWBEs contacted were among those certified through the CBA efforts.
- **Member Sumbundu** noted the importance of ensuring entities receive training and support to scale, as some businesses may not yet have the capacity and need preparation.
 - **Member Semaia** explained that the “Certified, Now What?” sessions are designed to help businesses scale up through preparation, holistic growth, and capacity-building.
- **Member Sumbundu** asked whether feedback is being provided by MWBEs and emphasized the importance of hearing directly from MWBEs to better understand any barriers they may be experiencing.
 - **Member Semaia** stated that feedback has been more conversational, focused primarily on understanding firms’ capabilities.
- **Chairman Blue** if and where the Bills job fairs were announced.
 - **Member Semaia** responded that the events were promoted across social media and marketing channels, shared with CBA-listed groups, and covered by news outlets.
 - **Member Parker** asked whether CBOC members could be included on distribution lists for such announcements.
 - **Member Sumbundu** added that it is important for CBOC members to be aware of activities tied to public funding.
- **Member Whyte** asked whether Member Semaia knew how many companies had registered for the Legends Global mentorship program.
 - **Member Semaia** stated he did not have that data available but would follow up with the CBOC.

- **Member Whyte** asked about the Business Participation Update slide, noting the strong projections toward meeting requirements and goals, asking how those projections were developed and whether demolition work would contribute toward reaching the participation goals.
 - **Member Semaia** explained that the projections reflect participation commitments submitted by prime contractors. The middle column represents amounts paid to date, while the far-right column reflects committed participation, and demolition work will contribute toward reaching the participation goals.
- **Member Whyte** stated that if MWBEs participating in the fairs organized by Legends wished to share their experiences, they are welcome to do so during the public comment period at CBOC meetings or by email. MWBEs are encouraged to provide feedback at future meetings.
- **Member Sumbundu** noted that **Member Semaia** does a good job sharing his contact information and reiterated the importance of hearing from participating organizations about any barriers or challenges so they can be addressed before the summer construction season.

Chairman Blue closed Agenda Item No. 4.

AGENDA ITEM NO. 5 New Business

Chairman Blue closed Agenda Item No. 5.

- Member Semaia commented that he and Member Cannady will be unavailable for the tentatively scheduled April meeting and inquired about moving to an every-other-month meeting schedule. Member Sumbundu stated that he believes the committee should maintain monthly meetings and suggested considering an evening meeting to allow those unable to attend during the day to participate, noting that attendance increased when evening meetings were previously held. Member Whyte agreed and noted availability on either the 6th or the 20th of April. Member Parker and Member Frederick indicated the 20th would work for them. Member Whyte also noted that the Charter School downtown could be a good location. Member Whyte made a motion to schedule the next CBOC meeting for the evening of April 20, with the time to be determined. The motion was seconded by Member Sumbundu and passed with no abstentions or opposition.

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 11:38 AM ET.

The next CBOC meeting is tentatively scheduled for the evening of Monday, April 20, 2026, with the location and timing to be determined by Erie County.