

## MINUTES

### NEW HIGHMARK STADIUM COMMUNITY BENEFITS OVERSIGHT COMMITTEE

April 20, 2026

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Enterprise Charter School  
275 Oak Street, Buffalo, NY 14203  
Monday, April 20, 2026

The CBOC convened for its 23<sup>rd</sup> meeting on Monday, April 20<sup>th</sup>, 2026, at Enterprise Charter School in Buffalo, 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 6:11 PM ET. Chairman Blue noted the meeting was the second evening meeting of the CBOC. He established that a quorum was present.

**MEMBERS PRESENT:**        Chairman Mark Blue, Maria Whyte, Rhonda Frederick, Mo Sumbundu, Penny Semaia, and Toni Cannady – 6

**MEMBERS ABSENT:**        Erich Weyant, Todd Starowitz, and Franchelle Parker – 3

*Chairman Blue closed Agenda Item No. 1.*

**AGENDA ITEM NO. 2**            Approval of Meeting Minutes from March 9, 2026, CBOC Meeting (Action Item)

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

Member Semaia addressed a question from Member Whyte from the previous meeting regarding how many businesses were enrolled in Legends' Mentorship Program. Member Semaia noted that every business that reached out was offered a position in the mentorship program and that there are 8 in total. Chairman Blue added for the audience that Legends serves as the concessionaire for the new stadium and is working to expand opportunities for minority-, women-, and service-disabled veteran-owned businesses.

*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 toward a June 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 March 31, 2026, Developer has exceeded its minority and apprentice workforce hours, reporting (i) 21.74% for minority work hours (which exceeds the 15% goal) and (ii) 17.24% for apprentice work hours (which exceeds the 10% goal). Developer also reported the following percentages with respect to women work hours: 4.24% for women work hours (which falls just below the 5% target). Member Semaia commented that the Bills have worked with the trade unions with the goal of increasing women in construction.

Category	Goal	Through 3/31/2026
Minority Work Hours	15%	21.74%
Women Work Hours	5%	4.24%
Apprentice Work Hours	10%	17.24%

- **Business Participation Update:**
  - As of the Q4 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
	Value	Percentage	Value	Percentage	
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%
<b>MWBE &amp; SDVOB Total</b>			\$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
<b>Total &lt;= \$1,000,000</b>	<b>166</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



- 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](http://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](mailto: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

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

- The Bills proudly announced new Highmark Stadium will contain 7 sensory rooms, the most of any stadium venue in the world, as we strive to make our spaces welcome to everyone

Lastly, Member Semaia highlighted methods of outreach for information pertaining to the CBOC, including physical and online postings to [buffalobills.com](http://buffalobills.com) and [erie.gov](http://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 (DBJ).

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** noted that the project is nearing completion and asked whether, based on current figures, there is confidence that the project will meet its utilization goals.
  - **Member Semaia** responded that the team remains cautious but is confident in the current trajectory.
  - **Member Whyte** asked about the distinction between the total project commitment and the goal.
  - **Member Semaia** clarified that the commitment column reflects the MWBE SDVOB value of contracts currently executed.
  
- **Member Sumbundu** noted that over the past several months he has raised questions about post-construction opportunities. While he acknowledged that MWBEs are engaged with DBJ, he asked when MWBE vendors can expect to hear about potential concession opportunities, including when they may be able to bid, and what efforts are underway to help them prepare to grow and scale for stadium operations.
  - **Member Semaia** responded that, with respect to MWBEs currently engaged in discussions, the team is navigating business operations in alignment with commercially reasonable and good faith efforts. He shared that non-disclosure agreements are in place to protect businesses that are in discussions which limit what can be shared publicly. Regarding support, he highlighted workshops offered through DBJ, including the “Certified, Now What?” program, which is specifically designed to help businesses prepare not only for this potential opportunity but for broader contracting opportunities.
  - **Member Sumbundu** clarified that he was not requesting proprietary or confidential information but emphasized the importance of ensuring that certified MWBEs have the opportunity to bid on concession opportunities.
  - **Member Semaia** stated that Legends Hospitality’s direct contact information has been readily available for any business interested in reaching out.
  
- **Chairman Blue** asked whether there are any additional trainings available through DBJ.
  - **Member Semaia** responded that, while there are no additional trainings currently being offered through DBJ, there may be opportunities available through Erie County and other resources.
  
- **Member Whyte** asked to what extent Legends is familiar with the specifics of the CBA, noting that the degree of reliance on their efforts depends in part on their understanding of the CBA objectives.
  - **Member Semaia** responded that Legends is intimately familiar with the CBA, noting that they meet bi-weekly and have also hired a full-time position dedicated to CBA-related efforts.
  
- **Member Whyte** asked what features may be included in the stadium’s sensory rooms, noting a personal interest as a parent of a child with specific needs.
  - **Member Semaia** responded that the team plans to highlight the sensory rooms as the project moves closer to opening.

- **Member Sumbundu** asked whether the sensory rooms would count toward CBA commitments.
  - **Member Semaia** stated he would follow-up on this question, noting that including such features in the new stadium align with the organization’s broader and ongoing commitment to accessibility for everyone.
  
- **Member Sumbundu** referenced an article announcing the first game as the “Return of Blue and Red” and asked whether there will be a community day for general residents to visit the stadium.
  - **Member Semaia** responded that discussions have not yet taken place but that he will follow up.
  
- **Member Frederick** asked when post-construction businesses will be notified if they have been awarded a contract, emphasizing that time is of the essence.
  - **Member Semaia** responded that those discussions and related activities are ongoing and that updates will be shared as information becomes available.

**Chairman Blue closed Agenda Item No. 4.**

**AGENDA ITEM NO. 5           New Business**

**Chairman Blue closed Agenda Item No. 5.**

Member Sumbundu noted that evening meetings seem to provide greater opportunity for community members and the public to attend. He expressed interest in exploring the possibility of scheduling additional meetings in the evening for increased accessibility. Chairman Blue agreed that additional evening meetings would be beneficial and noted that the CBOC will explore moving forward with incorporating more evening meeting times.

Chairman Blue asked whether the stadium would be ready for the first game and whether there would be preseason games. Member Semaia noted that the stadium will be ready for the “Return of the Blue and Red.” Chairman Blue then suggested coordinating a tour for the CBOC to see the progress firsthand.

Member Frederick raised a question regarding community activities and funding, suggesting a standing agenda item to provide updates on how funds are being spent rather than relying solely on the annual hearing and report, and requested a regular recap of expenditures. Member Semaia responded that he is happy to provide speakers and updates as needed.

Member Sumbundu also emphasized the importance of understanding in real time what activities are being counted toward the CBA rather than waiting for the annual report. Member Whyte suggested that it would be helpful to receive updates on Community Priorities and Vulnerabilities within the Community Investment section. Member Semaia responded that he is happy to provide information as it becomes readily available.

Member Sumbundu reiterated the 33-year, \$30+ million commitment of the CBA, noting it would be an area of increased focus once the stadium is open. He emphasized community interest in how funds are being

spent locally with a request for clarity on which investments and activities are being applied toward the threshold. Member Semaia stated that this would not be a problem.

**AGENDA ITEM NO. 6**            Public Comment

Chairman Blue opened the meeting for public comment, which is limited to three (3) minutes per commenter.

- **Connie Irvin** – Ms. Irvin, who stated she has been attending regularly since September 2025 and is currently focused on food services at the new stadium, noted she has raised several questions that she believes have not been addressed. She asked whether employee transportation from the City of Buffalo to Highmark Stadium will continue to be provided and expressed concern that employees may not be able to rely on public transportation if it is not aligned with their schedules. She also requested more robust tracking of participation in post-construction, similar to project progression metrics, including data on MWBE participation, rather than only reporting contacts that have currently been made. She further noted concerns that follow-up on her outreach to Legends has not been received, stated that MWBE engagement appears limited within existing lists, and urged consideration of outreach beyond County-listed firms. Ms. Irvin claimed that she was not contacted by Legends due to her certified classification and codes not being in the food services category.
  - **Member Semaia** responded that he has previously addressed the transportation question, noting that the Bills have worked with NFTA on Game Day Express plans to supplement regularly scheduled public transportation, and that there are no planned changes from the previous stadium model to the new Highmark Stadium. He also stated he will follow up with Legends regarding the additional comments on food service.

*Chairman Blue closed Agenda Item No. 6.*

**AGENDA ITEM NO. 7**            Adjournment

Chairman Blue adjourned the meeting at 6:46 PM ET.

The next CBOC meeting is tentatively scheduled for May 11, 2026, with the location and timing to be determined by Erie County.