

## MINUTES

### NEW HIGHMARK STADIUM COMMUNITY BENEFITS OVERSIGHT COMMITTEE

May 18, 2026

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Enterprise Charter School  
275 Oak Street, Buffalo, NY 14203  
Monday, May 18, 2026

The CBOC convened for its 24<sup>th</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 5:30 PM ET.

Chairman Blue noted the meeting was the third evening meeting of the CBOC. He established that a quorum was present.

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

**MEMBERS ABSENT:**        Maria Whyte – 1

*Chairman Blue closed Agenda Item No. 1.*

**AGENDA ITEM NO. 2**            Approval of Meeting Minutes from April 20, 2026, CBOC Meeting (Action Item)

Chairman Blue requested a motion to accept the meeting minutes from the committee's meeting minutes on April 20 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.

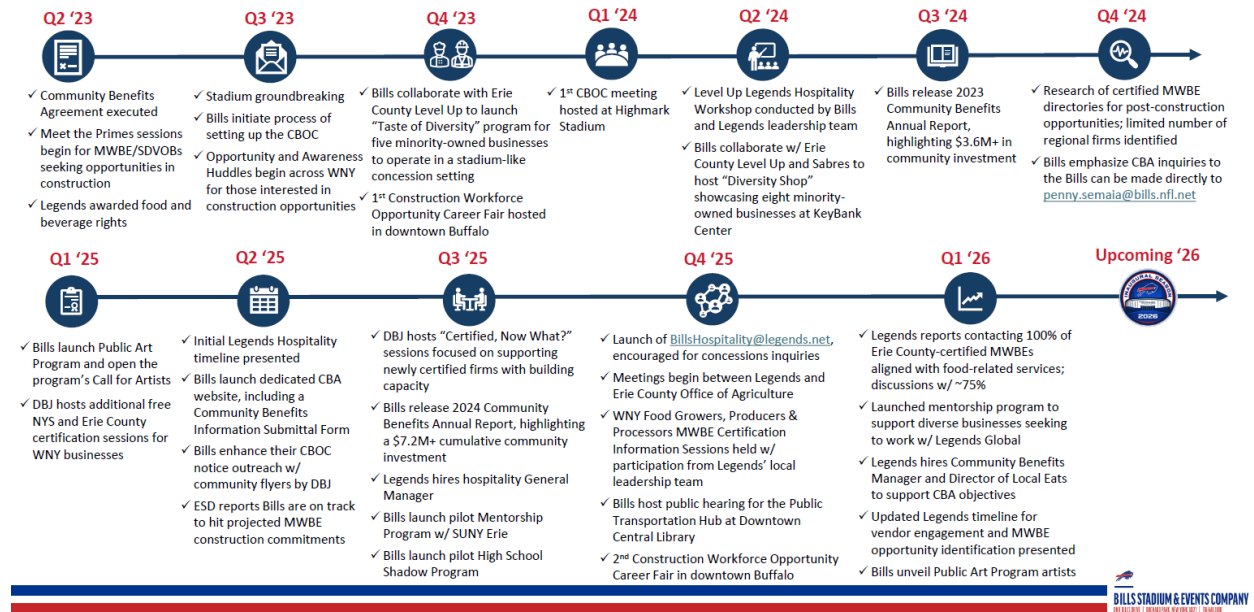
*Chairman Blue closed Agenda Item No. 3.*

**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 continues to progress toward a June substantial completion date, with ongoing interior work supporting a successful opening. He then shared a timeline recap of CBA efforts undertaken by the Bills over the past three years, including outreach to minority- and women-owned businesses for both construction and post-construction opportunities, research into certified MWBE directories that identified a limited number of certified MWBEs in the region, and the launch of several CBA-related programs:

## CBA in Review



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



**Comments by committee members:**

- **Member Frederick** asked a what the role of Legends' Community Benefits Manager is.
  - **Member Semaia** responded that the role focuses on tracking engagements and ensuring Legends remains focused on CBA commitments within the concessions space, noting that the role and those efforts have already begun.
- **Chairman Blue** asked what the percent is of who has been hired for concessions.
  - **Member Semaia** stated that Legends has communicated with 100% of Erie County-certified MWBEs with business descriptions related to food services and has engaged with approximately 75% of them.
- **Chairman Blue** asked if Developments by JEM is still contracted by the Bills.
  - **Member Semaia** responded that Developments by JEM is still working with the Bills, but that its contract is nearing completion.
- **Member Sumbundu** noted that the career fair previously held at KeyBank Center was highly successful and asked whether a similar event may be held again, noting that the arena venue was a significant draw.
  - **Member Semaia** responded that stakeholders involved with the prior career fairs will discuss the potential for hosting another event.

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

**AGENDA ITEM NO. 5**            New Business

Chairman Blue stated that while the opening of the new stadium is exciting, it is important that the community sees individuals from a variety of backgrounds represented throughout the project and emphasized the importance of local representation.

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

**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 commented that the meeting notice did not appear on the County website, noting that while the agenda was posted, the meeting notice was not. She also raised concerns regarding potential oversight or classification issues related to entry-level pay requirements for runners and general service staff being hired for new stadium positions. Additionally, she stated that she had not seen any RFPs or RFIs beyond individual concessions employment opportunities and inquired about opportunities related to janitorial services, site security, and IT, questioning whether those scopes were simply transitioning from existing vendors. Ms. Irvin emphasized the importance of connecting local entities and the community to the opportunities related to the new Highmark Stadium. She also questioned whether the 30% MWBE goals remain in place following the transition of stadium ownership from the County to the State. Lastly, she noted that transportation information for travel to and from the stadium had not been updated.
  - **Member Semaia** responded that the transition to State ownership has been in place from day 1 of the stadium agreement and confirmed that the MWBE goals remain in effect.

- Chairman Blue added that the NFTA would ensure transportation is available for workforce traveling to and from the stadium.

*Chairman Blue closed Agenda Item No. 6.*

**AGENDA ITEM NO. 7**          Adjournment

Member Sumbundu acknowledged and recognized the attendance of Sherri Smith, Assistant Vice President of the Office of Contractor and Supplier Diversity at Empire State Development.

Chairman Blue adjourned the meeting at 5:52 PM ET. Chairman Blue reconvened the meeting at 5:56PM. Upon motion by Member Semaia, seconded by Member Sumbundu, and without objection, the committee voted for the next meeting to take place on June 16 at 6PM. The location will be determined by Erie County.