

B U F F A L O B I L L S

2025 COMMUNITY BENEFITS ANNUAL REPORT

FISCAL YEAR 2025 | JULY 29, 2026



TABLE OF CONTENTS

Letter from Bills Vice President of Stadium Relations Penny Semaia	5
Community Benefits Agreement Background and Purpose	7
Community Investment Fiscal Year 2025	8
In-Kind Donations	9
Community and Civic Programs	10
Culture and Social Justice Impact	10
Health & Wellness, including Mental Health Initiatives	10
Local Civic and Other Organizations	11
Food Insecurity	11
Affordable Housing	11
Economic Development	12
Supplier and Vendor Diversity	12
Small Business Support and Economic Inclusion	12
Workforce Training and Development, Apprenticeship Participation	13
Youth and Education	15
Afterschool and Sports Programs	15
Education	15
MBE, WBE, SDVOB Participation & Workforce Inclusion and Diversity	16
Looking Ahead	18



LETTER FROM BILLS VICE PRESIDENT OF STADIUM RELATIONS PENNY SEMAIA

I am pleased to present the Buffalo Bills Community Benefits Agreement Annual Report for Fiscal Year 2025. This report showcases your significant impact on our outreach programs across Buffalo and Western New York.

Our strong connection with our team, dedicated staff, and the passionate Bills Mafia inspires us to improve lives locally and reinforce Buffalo’s legacy as the “City of Good Neighbors.”

While we strive for championships, our greatest achievements come from enriching the lives of those around us. Our mission extends beyond football. Your involvement in these initiatives drives our success, and we are grateful to every player, staff member, coach, and partner supporting this effort.

On behalf of the Pegula family, the Buffalo Bills, and the Bills Foundation, I sincerely thank you for your ongoing commitment to Buffalo’s growth and success. Together, we are building a lasting legacy.

Penny Semaia, Vice President of Stadium Relations / Director of Community Benefits Agreement



COMMUNITY BENEFITS AGREEMENT BACKGROUND AND PURPOSE

The Community Benefits Agreement (the “CBA”), drafted March 29, 2023, among Buffalo Bills, LLC (the “Bills”), Erie County Stadium Corporation (“ECSC”) and the County of Erie (“County”), seeks 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 project (“Project”). Per the terms and conditions of the CBA, the Bills will make an annual Community Investment approximating a value of at least Three Million U.S. Dollars (\$3,000,000.00) to support the social, educational, and economic health of the Region.

Key stakeholders include (i) the Bills; (ii) Bills Stadium and Events Company, LLC (“Developer”); (iii) ECSC; and (iv) the County.

The CBA’s objectives include, among other things: (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 for commitments to local civic and other organizations; (F) furthering the Developer’s cooperation in the economic development of the County; and (H) furthering the Developer’s commitment to support youth and community programs in the County.

The Community Benefits Oversight Committee (CBOC), established to provide monitoring, oversight, and accountability in connection with the performance of the CBA, holds meetings in accordance with the New York State (NYS) Open Meetings Law. These meetings are open to the public and, in FY 2025, were hosted at the following locations throughout Erie County:

- April 12, 2025 – Harlem Road Community Center, Amherst, NY 14226
- May 12, 2025 – Isaias Gonzalez-Soto Branch Library, Buffalo, NY 14201
- June 23, 2025 – SUNY Erie North Campus, Williamsville, NY 14221
- July 23, 2025 – SUNY Erie South Campus, Orchard Park, NY 14127
- August 11, 2025 – SUNY Erie South Campus, Orchard Park, NY 14127
- September 9, 2025 – Agustin-Olivencia Community Center, Buffalo, NY 14204
- October 14, 2025 – SUNY Erie North Campus, Williamsville, NY 14221
- November 17, 2025 – Enterprise Charter School, Buffalo, NY 14203
- December 8, 2025 – SUNY Erie South Campus, Orchard Park, NY 14127
- January 12, 2026 – Isaias Gonzalez-Soto Branch Library, Buffalo, NY 14201
- February 9, 2026 – SUNY Erie South Campus, Orchard Park, NY 14127
- March 9, 2026 – SUNY Erie South Campus, Orchard Park, NY 14127

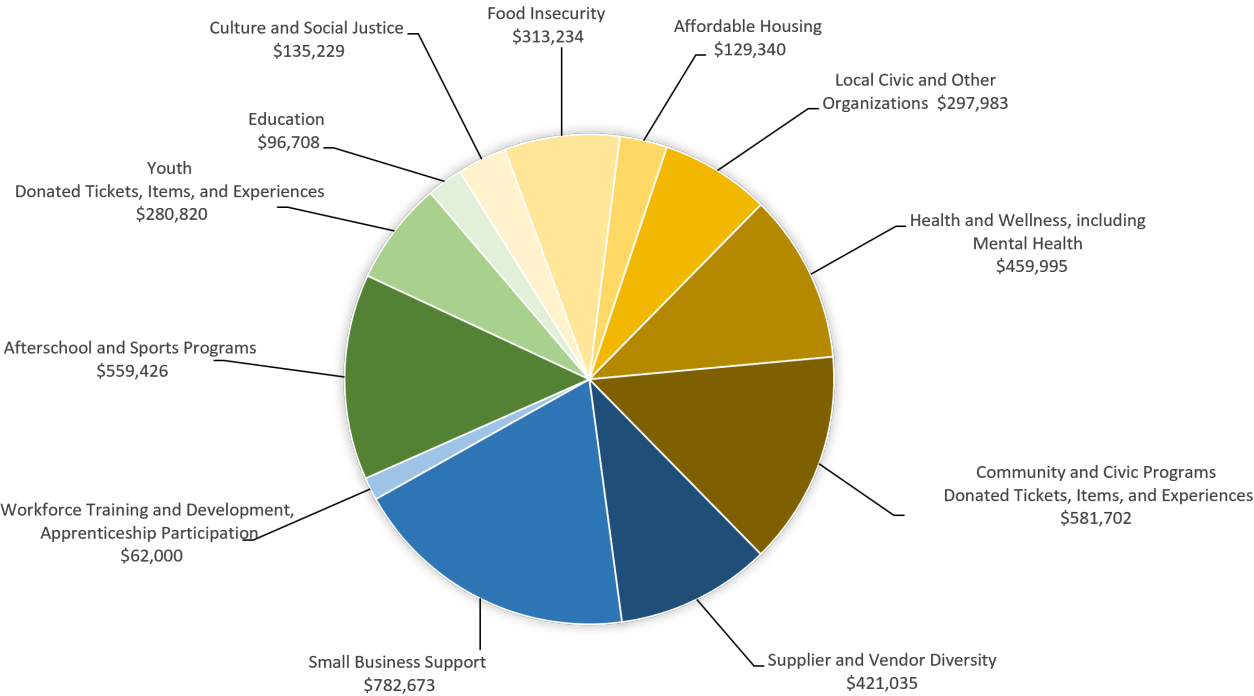


COMMUNITY INVESTMENT FISCAL YEAR 2025

Entering the third year of the Community Benefits Agreement (CBA), this report covers the fiscal year (FY) 2025 beginning April 1, 2025, and ending March 31, 2026. This year, the Bills’ Community Investment totaled \$4,120,146. This report covers only the categories specific to the CBA and does not include all the Bills’ work, donations, and community investments.

Community and Civic Programs	\$1,917,485
Donated Tickets, Items, and Experiences	\$581,702
Health and Wellness, including Mental Health	\$459,995
Food Insecurity	\$313,234
Local Civic and Other Organizations	\$297,983
Culture and Social Justice	\$135,229
Affordable Housing	\$129,340
Economic Development	\$1,265,709
Small Business and Economic Inclusion	\$782,673
Supplier and Vendor Diversity	\$421,035
Workforce Training and Development, Apprenticeship Participation	\$62,000
Youth and Education	\$936,953
Afterschool and Sports Programs	\$559,426
Donated Tickets, Items, and Experiences	\$280,820
Education	\$96,708
Total Community Investment FY 2025	\$4,120,146

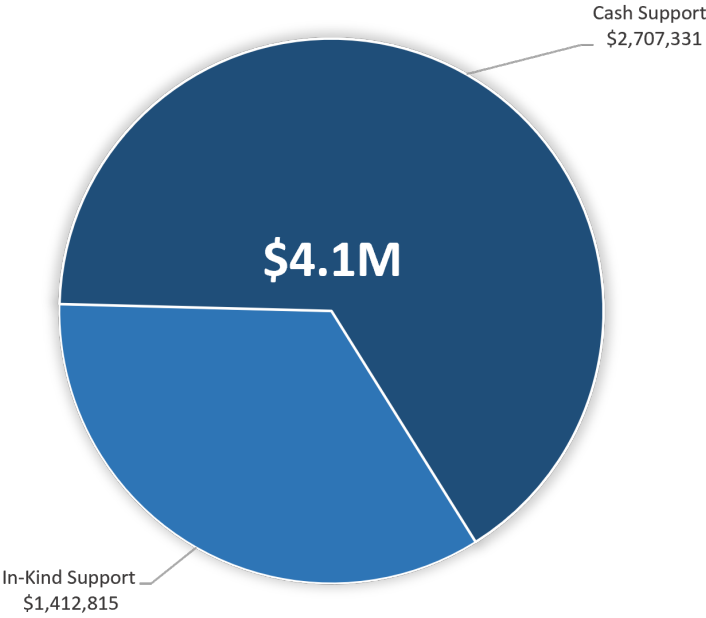
BUFFALO BILLS COMMUNITY INVESTMENT FY 2025



IN-KIND DONATIONS

Through the power of sports, unique opportunities to support the community arise in a variety of ways. As part of our FY 2025 Community Investment, the Bills proudly contributed \$1,412,815 in in-kind value to various causes and community groups. Whether it’s through donated resources to support community needs, removing potential barriers for underserved populations to experience a game, or supporting the missions of our community organizations, the Bills have a long history of providing such opportunities in WNY.

BUFFALO BILLS COMMUNITY INVESTMENT FY 2025



COMMUNITY AND CIVIC PROGRAMS

In FY 2025, a Community Investment of \$1,917,485 went toward resources and support in Social Justice, Health & Wellness, Food Insecurity, and Local Civic organizations. The investment in Community and Civic Programs includes in-kind support of donated tickets, items and experiences valued at \$581,702.

CULTURE AND SOCIAL JUSTICE IMPACT

Through initiatives focused on social justice, cultural awareness and celebrations, military support and appreciation, as well as other opportunities that create meaningful change, the Bills community investment totaled \$135,229.

Initiatives included:

- Black History Month Celebration
- Bills Salute to Service Celebrations and Events
- Buffalo Urban League Tree of Love
- Community Foundation for Greater Buffalo Social Justice Match
- Hispanic Heritage Month
- Hispanic Women’s League Sponsorship
- Holiday Outreach
- Juneteenth Festival, Inc Sponsorship
- NAACP Medgar Evers Awards Gala Sponsorship
- National Gay Flag Football League Sponsorship
- Native American Heritage Month Celebration
- Puerto Rican and Hispanic Day Parade
- United Way Day of Caring
- WNY Heroes
- WNY Women’s Foundation Sponsor
- Women’s History Month Celebration

HEALTH & WELLNESS, INCLUDING MENTAL HEALTH INITIATIVES

In FY 2025, \$459,995 was invested in resources and support to increase access to essential health resources, improve public health outcomes, and create a supportive environment for mental and physical well-being.

These initiatives included:

- American Heart Association
- BestSelf Behavioral Health Foundation
- Buffalo Hearing & Speech Center
- Hilary Grace Foundation
- Kevin Guest House
- Kaleida Health Foundation
- Mental Health Advocates of WNY
- National Alliance for Direct Support Professionals
- P.U.N.T. Pediatric Cancer Collaborative
- WNY Child Care Action Team

LOCAL CIVIC AND OTHER ORGANIZATIONS

Community investments totaling \$297,983 went toward resources and support for various causes and organizations and their missions. These organizations include:

These initiatives included:

- United Way of Buffalo & Erie County
- The Salvation Army, Buffalo Area Services
- Buffalo Olmsted Park Conservancy, Inc
- Erie County American Legion
- Erie County Deputy Sheriff’s Badge & Shield Club Inc
- Erie County Law Enforcement Foundation
- Firefighter Arno Memorial Foundation
- Orchard Park Police Foundation
- Buffalo AKG Art Museum
- New Era Cap Foundation
- Project Mona’s House Inc
- Homespace Corporation
- Peaceprints of WNY

FOOD INSECURITY

Food security is a pillar of the Bills Foundation. Through specific programs and support within the Bills Foundation and organizations, community investments totaled \$313,234 in FY 2025. Supported programs include:

Supported programs include:

- Buffalo Go Green
- Huddle for Hunger Food Drive
- Community Impact Lunch and Learn
- Bills Foundation

AFFORDABLE HOUSING

In FY 2025, in-kind donations and community investments totaled \$129,340. These investments provided resources and support to organizations focused on Affordable Housing. These include:

Support was provided to:

- Habitat for Humanity
- The Salvation Army
- WNY Homeless Coalition



ECONOMIC DEVELOPMENT

In FY 2025, the Bills invested \$1,265,709 through inclusive business practices focusing on Supplier and Vendor Diversity, Small Business Support, Workforce Training and Development, and Apprenticeship Participation.

SUPPLIER AND VENDOR DIVERSITY

The Bills actively contract with diverse suppliers and vendors, specifically Minority-owned business enterprises (“MBEs”), Women-owned business enterprises (“WBEs”), and Service-Disabled Veteran-owned business enterprises (“SDVOBs”), for operations and services related to our business and facilities. Through FY 2025, the Bills entered into contracts with locally based diverse suppliers and vendors totaling \$782,673. These suppliers and vendors included:

- Color Tech Painting Contractors
- Kleen Windows, Inc
- Nikki’s Chocolates
- Pig Belly Entertainment
- Rodriguez Construction Group
- Saia Communications

SMALL BUSINESS SUPPORT AND ECONOMIC INCLUSION

As a part of efforts focused on Economic Development, \$782,673 was invested in Small Business Support and Economic Inclusion. The Economic Impact Team (EIT) was created by the Bills and Gilbane|Turner to promote opportunities related to the construction of the new Highmark Stadium, as well as nurturing business growth and development within the Region. This team is a driving force behind the Bills’ commitment to economic inclusion and include key additions such as full-time Economic Impact Manager, engaging NYS-certified MBE Modern Times Inc. as the Project’s Compliance Consultant and employing local NYS-certified MBE/WBE Developments by JEM (DBJ) to serve as the Project’s Community Engagement Coordinator. Through the EIT, programs and events provided included:

- **Western NY Construction Workforce Opportunity Fair**
 - Collaboration with the Project Economic Impact Team, NYS Department of Labor, and Erie County’s Office of Equal Employment Opportunity
 - 290 Jobseekers
 - 161 pre-registered
 - 130 same-day registered
 - 178 total jobseekers attended
- **Certification Workshops and Information Sessions**
 - 155 businesses engaged
 - 28 Regional businesses received their NYS MWBE Certification
 - 4 Regionals businesses received their Erie County MWBE Certification
 - 21 Regional businesses were pending certification at the time of this report
- **Public Art Program**
 - Hosted 3 information webinars for artists
 - Coordinated a Community Art Day at Buffalo AKG Art Museum
 - 356 community members participated
- **Additional EIT support was provided for:**
 - Monthly CBOC meetings
 - Transportation Hub Public Meeting
 - Gilbane Turner School of Construction Management
 - Women in Tech Event for High School Students
 - Women in Construction Lunch and Learn
 - Individual support for small businesses applying for MWBE Certification

WORKFORCE TRAINING AND DEVELOPMENT, APPRENTICESHIP PARTICIPATION

Through our continued efforts to support the next generation of workforce in Western New York, the Bills made a community investment of \$62,000 in workforce development and related initiatives, in addition to hands-on involvement and active collaboration in workforce development programming and community groups.

- **Game Changer Scholarship Program**
 - In partnership with Say Yes Buffalo, the Bills launched the Game Changer Scholarship program, a Career and Technical Education Scholarship program for Buffalo Public School students. Ten \$1,000 scholarships were awarded to graduating seniors.
- **Be Your Own Hero Career Experience Fair**
 - 962 Students attended
 - 36 Schools / Job Corps
 - 5 Counties represented
 - Employer Participants included; Construction Management, Training Programs, Military, Healthcare, Trades, Auto & Transportation, Construction Supplies, Hospitality, and Manufacturing





YOUTH AND EDUCATION

In FY 2025, programs and services for Youth and Education were identified as a priority from our annual public hearing. Community investments totaled \$936,953. This investment reflects a long-standing commitment to advancing educational opportunities and enrichment through a combination of financial support and volunteer involvement and includes in-kind contributions of donated tickets, items, and experiences valued at \$296,422.

AFTERSCHOOL AND SPORTS PROGRAMS

In FY 2025, community investments for afterschool and sports programs totaled \$559,426. We offered a wide range of opportunities for a diverse group of youth to engage in enriching and community-based activities, including tackle and flag football. Additionally, the Bills facilitated and managed the use of their facilities by community organizations and schools, ensuring that these spaces are available for sporting events and activities that benefit the broader community.

- Boys & Girls Club of Buffalo
- Play Football Celebration
- High School Coach of the Week Program
- Toyota Rookie Club Flag Football Clinic
- Gigi’s Playhouse
- Gatorade Unified Flag Clinic
- High School Girls Flag Football
- Play-60

EDUCATION

In FY 2025, the community investments towards education totaled \$96,708. This included education-specific initiatives, such as scholarships and sponsorships. Beyond financial support, Bills’ staff also contributed their time and expertise by guest lecturing, speaking to student groups, mentoring, and participating in various education-focused programs. These included:

- **Highschool Youth Shadow Day**
 - In partnership with Say Yes, a group of high school students attended the Return of the Blue and Red Practice where they participated in a behind-the-scenes tour and participated in a panel of sports professionals, highlighting career opportunities.
- **Community Advancement Mentorship Program (C.A.M.P.)**
 - In partnership with SUNY Erie, C.A.M.P. was launched. In this 12-week program, students were matched with a Bills professional based on their career interests. Students observed the professional environment, developed skills in business etiquette, time management, teamwork, effective communication, and career exploration.
- **Scholarship, Grants and Education Support**
 - Buffalo Prep
 - Friends for a Better Buffalo, Inc.
 - Thurman Thomas Family Foundation

NEW HIGHMARK STADIUM CONSTRUCTION

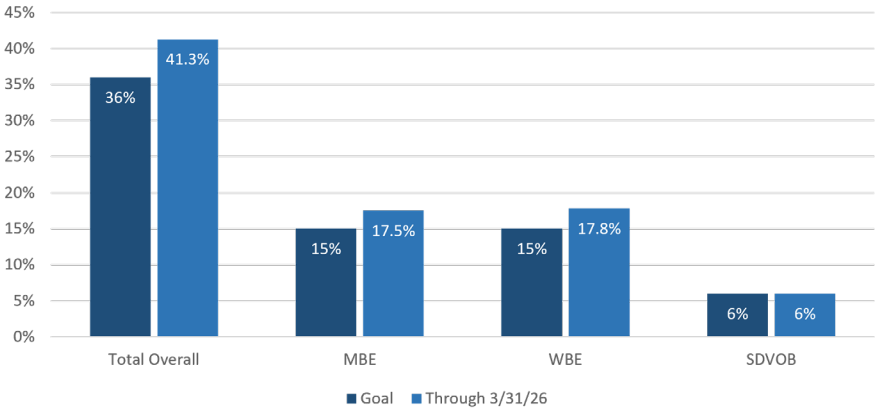
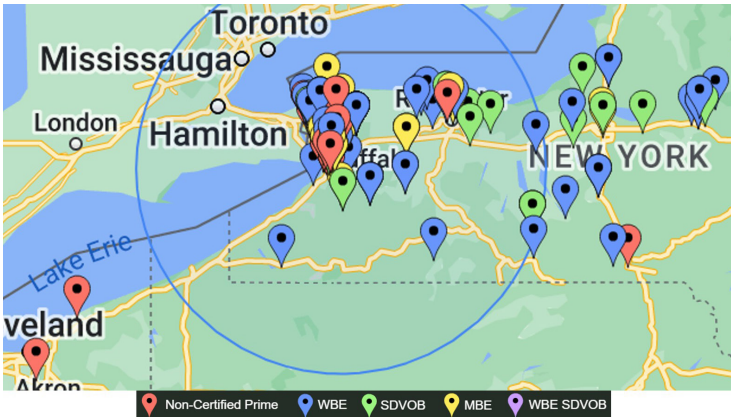
MBE, WBE, SDVOB PARTICIPATION & WORKFORCE INCLUSION AND DIVERSITY

As construction has progressed on the new Highmark Stadium, the Bills, alongside project management firm Legends Project Development, and construction manager Gilbane|Turner, have remained committed to utilizing good faith efforts to achieving the project’s Minority-owned Business Enterprise (MBE), Women-owned Business Enterprise (WBE), and Service-Disabled Veteran-Owned Business (SDVOB) participation goals, as well as broader workforce diversity objectives.

This commitment culminated in a historic milestone announced by Governor Kathy Hochul, as the project surpassed its goals to achieve the largest MWBE participation for any public-private partnership in Western New York history. Projected to grow further as construction reaches final completion, the project has already delivered over \$490 million to MWBE firms, including more than \$250 million awarded directly to regional MWBE businesses.

MWBE AND SDVOB PARTICIPATION

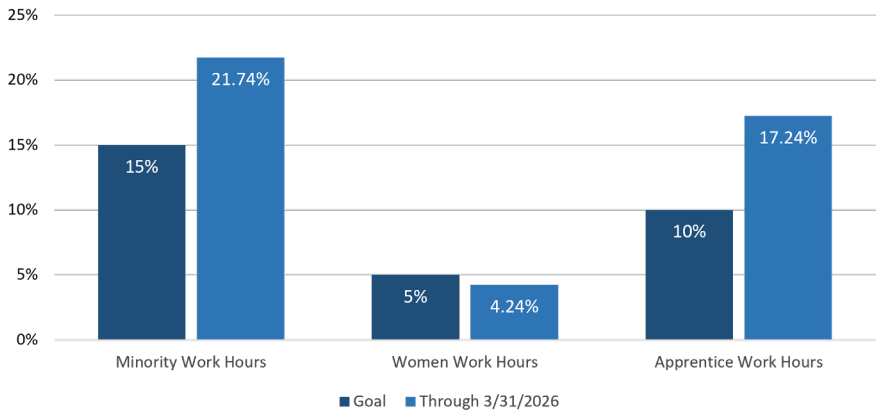
The Bills are committed to achieving its goals set for Minority-owned Business Enterprise (MBE), Women-owned Business Enterprise (WBE) and Service-Disabled Veteran Owned Businesses (SDVOB) utilization. To support these objectives, the Project has implemented targeted resources, processes, and outreach efforts designed to expand access and opportunity. To date, the Project has awarded or committed over 300 contracts to nearly 140 certified MWBE and SDVOB firms. Of these, 216 contracts are with more than 80 different businesses classified as Regional, defined in CBA Section 1.(n) as firms located within a 100-mile radius of Orchard Park, New York. The following breakdown reflects our ongoing effort to engage diverse businesses across Western New York:



*Utilization targets are based on specific goals as further described in the Construction Coordinating Agreement.

WORKFORCE PARTICIPATION

Active involvement of the current workforce is a crucial component of the Project, alongside efforts to equip and prepare the next generation of skilled workers for ongoing and future opportunities.



LOOKING AHEAD

As part of its responsibilities in the Community Benefits Agreement (CBA), the Community Benefits Oversight Committee (CBOC) held two public hearings, one on September 9, 2025, at the Agustin-Olivencia Community Center in Buffalo, NY and a second on November 19, 2025, at Enterprise Charter School in Buffalo, NY. The hearings provided an opportunity to reflect on the achievements of the fiscal year 2025, gather community input, and discuss community priorities for the upcoming year.

Through public comments and discussion, the CBOC and Developer collaborated to identify community vulnerabilities and priorities. For a second year, support for youth and young adults throughout Western New York was identified as a focus for the upcoming year. These Fiscal Year 2026 priorities include, but are not limited to: youth employment, job training for youth, youth apprenticeships, mentoring/life skills coaching for youth, financial literacy for youth, wrap around supports for youth, youth mental health, youth sports, afterschool programs, access to cultural spaces for youth, and any other such thing necessary for youth and young adults in the Region to thrive, and youth civic education.

The progress made through the CBA to date reflects the dedication and collaboration of many partners across Western New York. We extend our sincere thanks to the State of New York, Governor Kathy Hochul, and Erie County Executive Mark Poloncarz for their leadership and continued support. We are also grateful to the National Football League and Commissioner Roger Goodell for their ongoing partnership and commitment to Western New York.

We recognize and applaud the front-line community leaders, players, coaches, and staff who pour their time, energy, and passion into building stronger, healthier communities. Most importantly, we thank the incredible people of Western New York for your trust, active participation, and for welcoming us into the heart of your community. Together, we are building a brighter future, one in which we all succeed.

*To join us in this important journey or to share your own community priorities, please visit the Buffalo Bills' Community Benefits Agreement webpage:
<https://www.buffalobills.com/new-stadium/community-benefits-agreement>.
Let's work together to make a lasting impact!*

