

COMMUNITY BENEFITS AGREEMENT

- The Buffalo Bills assert that they have demonstrated their commitment to supporting the social, educational, and economic health of the Region through established community involvement and their dedication of substantial resources. The Bills have done this throughout the Region by consistently activating on the ground resources approximating an annual community investment valued at \$3,000,000.
 - The Buffalo Bills (Buffalo Bills, LLC) and Developer (Buffalo Bills Stadium and Events Company, LLC) will further continue the Community Investment and collaborate with the Community Benefits Oversight Committee to identify community vulnerabilities and priorities and direct their resources towards those areas.
 - The Bills and the Developer will be providing at least \$3,000,000 of Community Benefits each year of the Term adjusted annually by the Consumer Price Index for all Urban Consumers (with a max yearly increase of 2.2%).
- Background and Purpose: The Community Benefits Agreement states that it has been developed to give back to the community and ensure the community and the members of the community benefit from the Stadium Project. The Community Benefits Agreement will help to ensure participation by all segments of the local community in the opportunities available in connection with the design, construction, maintenance, and operation of the New Stadium. This will be done in a variety of ways, including:
 - Workforce inclusion and diversity requirements for the Project,
 - Prevailing Wage and Living Wage requirements,
 - Supplier diversity enhancements and priority for County businesses for supplier and vendor contracts,
 - Support for affordable housing, food insecurity, educational access, social justice, and mental health initiatives in the County,
 - Provide for commitments to local civic and other organizations,
 - Further the Developer's cooperation in the economic development of the County,
 - Further the Developer's commitment to support youth and community programs in the County.
- The Community Benefits Agreement is a multi-faceted program that will encourage participation in and benefits from the Stadium Project by the local community, including people from Targeted Groups. Those Targeted Groups are people of color, women, veterans, LGBTQ+, low-income, and other targeted members of the community.
 - Benefits towards Targeted Groups Include:
 - Minority and Women Owned Business Enterprises (MWBE) participation in construction, maintenance and operations,
 - Prevailing Wage and Living Wage Requirements,
 - Transportation improvements,
 - Workforce training and development, apprenticeship, and internship programs,
 - Other benefits, including: expanding youth programming in the Region, supporting anti-violence initiatives, mental health initiatives, recycling

programs, higher education, food insecurity initiatives, and other programs that support the upward mobility of impoverished and low-income neighborhoods.

- Transportation Design Elements
 - The New Stadium Complex shall include a public transportation hub for safe and organized public transportation as well as pick-up and drop-off points for employees and fans.
 - The Developer will work with the County to develop a foot traffic route for pedestrians to navigate Abbot Rd. from Southwestern Blvd. to Milestrip Rd. for better pedestrian and homeowner safety.
 - County and Developer will continue to work in good faith with the NFTA to expand its public transportation to include one or more bus or rail stops within 0.25 miles of the stadium and the addition of one or more new bus routes and shuttles.
 - Free workforce shuttles from locations such as Buffalo, Tonawanda, and Lackawanna.
- MWBE and Disadvantaged Business Enterprise Participation
 - Developer will develop a local hiring and contracting program for design and construction jobs that encourage the employer to directly employ residents from diverse socioeconomic backgrounds of the County and Region, specifically:
 - Minority Business Enterprises, Women Business Enterprises, Service-Disabled Business Enterprises (SDVOD), minority-owned business, and women-owned business participation.
- Post Construction Goals
 - Maintenance and Operations:
 - Goal of 30% of all retailers, vendors, and service companies used in stadium maintenance and operations to be MWBEs.
 - Goal of 6% of all retailers, vendors, and service companies used in stadium maintenance and operations to be SDVOBs.
 - Goal of 30% of all monies paid to retailers, vendors, and service companies used in stadium maintenance and operations to be paid to MWBEs.
 - Goal of 6% of all monies paid to retailers, vendors, and service companies used in stadium maintenance and operations to be paid to SDVOBs.
 - Concessions
 - Goal of 30% of all food products used by the concessionaire to be purchased from Erie County certified MWBE food service companies.
 - Preference given to food and beverage produced and/or manufactured in NY.
 - Security
 - The Developer and/or Bills will contract with a qualified security firm with special attention paid to cultural and racial sensitivities around the Current and New Stadium.

- The Developer will encourage the security firm to engage in recruitment of ethnically and racially diverse security staff members.
 - Prevailing Wage requirements
 - The Bills will apply Prevailing Wage programs for employees working on the construction of the Project.
 - Living Wage
 - Developer will create, promote, and maintain living wage standards in its employment practices for employees working in the New Stadium.
 - Small Business Support
 - The Developer aims to support an entrepreneurship culture in the Region, particularly for racial and socioeconomic groups that are underrepresented in the entrepreneurship community.
 - One or more front office executives within the Bills or an affiliated organization will periodically volunteer with and/or mentor local small business and entrepreneurship organizations.
- Mentoring/Technical Assistance/Internships/Educational
 - Workforce Training and Development; Apprenticeship Participation
 - The Developer will encourage local community partners to train a diverse and competent workforce to prepare Target Groups and to encourage members of Targeted Groups to become pre-apprentices in the applicable trades.
 - College Internship Program
 - The Developer will work with the Bills to offer a paid internship for college students, with a goal of 30% diverse students with an emphasis on students residing in Disadvantaged Communities, with the goal of improving diversity and inclusion in professional sports front offices.
 - High School Shadowing Program
 - The Developer will work with the Bills to offer a shadowing program for local high school students, with a goal of 30% diverse students with an emphasis on students residing in Disadvantaged Communities, with the goal of improving diversity and inclusion in professional sports front offices.
 - Lectures/Speaking Engagements
 - Opportunities for members of the Bills or Developer organization to speak to high school and college students about the business of sports, with the goal of improving diversity and inclusion in professional sports front offices.
- Other Benefits
 - The Developer will work with the Bills to continue their commitment to standing against violence and encouraging mental health awareness.
 - The Developer will work with New Stadium partners to develop, implement, and maintain sustainability and recycling programs to reduce the carbon emissions and carbon footprint of the stadium.
 - The Developer will work with local artists to develop a Community Art Program.

- The Developer and Bills will work to make personnel available to participate in lectures and classroom activities (specifically ECC and BOCES).
- Community Benefit Oversight Committee
 - ECSC and the County shall work with the Developer to create a community benefits oversight committee consisting of 9 members, 4 appointed by the County, 2 by ECSC, and 3 by the Developer.
 - The chair of the committee will be elected by the committee members.
 - The committee will review the Developer's compliance with the terms and conditions of the Agreement and will provide monitoring, oversight, and accountability in connection with the performance of the Agreement.
 - The committee will report to ECSC and the County its findings as to whether the developer is complying with the requirements.
 - The Developer will appoint a Community Benefits Director to provide leadership in the implementation and monitoring of the agreement.
 - The Bills and/or Developer will provide annual reports to the committee that identify the Developer's efforts to comply with the agreement, such public reports will be submitted to ECSC and the County.
 - If the Developer determines it is not in compliance with their obligations, the Developer shall prepare and submit a remedial plan to achieve compliance, if the committee believes the remedial plan reduces or eliminates any of the obligations, then the committee shall work in faith with Bills to find specific remedial actions that achieve compliance within 45 days of receiving the plan.
 - If the Developer receives two consecutive reports indicating noncompliance, the committee shall provide notice of the noncompliance to the Developer, New York, and the County.
 - The committee shall provide guidance to the Community Benefits Director, to be appointed by the Director, to identify and ensure sufficient and appropriate efforts are made to implement all aspects of the agreement, then the Director shall prepare and submit a remedial plan to achieve compliance.
 - The Developer will meet with the representatives of Hamburg and Orchard Park on (at least) a semi-annual basis to address any game day or Bills Event operational issues and plan for future economic development.
- Charitable and Civic Endeavors
 - The Developer will work with the Bills to continue the Team's community outreach efforts through its community relations department to ensure the team is an asset to the County, Region, and State.
 - The community outreach programs that the Bills' have participated in and will continue to participate in include:
 - Player and staff participation in local school programs,
 - Player and staff participation in cancer awareness initiatives and fundraising,
 - Player and staff participation in encouraging young children to develop a healthy lifestyle,

- Player and staff participation to raise awareness and fundraise for various charitable causes,
 - Player and staff participation in local food drives,
 - Player and staff participation in bringing holiday meals and gifts to those who would not have this otherwise,
 - Hosting Make-A-Wish Foundation and similar organizations,
 - Providing charitable donations to a variety of initiatives.
 - The Bills will work with the NFL to obtain grants to fund facilities improvements to local community athletic and educational organizations.
 - The Developer will work with the Bills Foundation to increase community and civic health, which as regularly contributed hundreds of thousands of dollars annually.
 - Field trips with local area schools to the New Stadium to learn about the facility and the operation of a stadium and a football team.
 - Programs that celebrate graduation rates and elevate high school students' graduation experiences.
 - Continued commitment to supporting the education and enrichment of the Region's youth.
 - Collaboration with local law enforcement to assist in efforts in new recruitment, training, and development.
 - 3,000 hours of paid volunteer time for Bills staff members.
 - Encouraging Attendance from Designated Communities.
 - Access to the facilities for youth sports teams rent free.
- Public Sector Benefits
 - Civic Events
 - The County and ECSC will reserve the right for up to five civic-oriented events for the County and for an undetermined number of civic-oriented events for ECSC and New York each year.
 - The Developer will donate an agreed allotment of tickets and parking passes to the County and ECSC. These can be used by the County and ECSC in any way they want, including distributing them to community groups and charities.
- Breach
 - Any material breach of this Agreement by the Developer that continues for 90 days after written notice is given of the breach by the County of ECSC to the Developer, or if the breach cannot be cured reasonably within 90 days, then if the Developer fails to commence to cure the breach within 90 days, then the breach constitutes a Lessee Default, which will give the County and/or ECSC all of the rights available at law or in equity.