



2023 FIRST® Annual Impact Report

# Energizing the Future



## ⚡ TABLE OF CONTENTS

|  |    |
|--|----|
| Introduction   | 03 |
| Leadership Letter  | 05 |
| <i>FIRST</i> ® Longitudinal Impact                         | 06 |
| <i>FIRST</i> Programs                                      | 08 |
| " <i>More Than</i> " a Campaign                            | 10 |
| <i>FIRST</i> Teams and Alumni Energize Their Communities   | 13 |
| 2022-2023 Season Highlights                                | 18 |
| <i>FIRST</i> ® LEGO® League                                | 21 |
| <i>FIRST</i> ® Tech Challenge                              | 23 |
| <i>FIRST</i> ® Robotics Competition                        | 25 |
| <i>FIRST</i> Championship Energizes Record-Breaking Crowds | 26 |
| Sponsors and Contributors                                  | 28 |
| Remembering Long-time <i>FIRST</i> Supporters              | 29 |
| Thank You to our <i>FIRST</i> Championship Sponsors        | 40 |
| Program Delivery Organizations                             | 41 |
| <i>FIRST</i> Volunteers of the Year                        | 43 |
| Woodie Flowers Award Recipient                             | 44 |
| Financials   | 45 |
| Leadership   | 46 |



# Energizing the Future



# INTRODUCTION



This season, our youth robotics participants embraced problem-solving and innovation in **energy-themed challenges** during **FIRST® ENERGIZE<sup>SM</sup>** presented by Qualcomm. They gained the community, skills, and self-confidence to **power up to their full potential**.

Our **FIRST®** community electrified us, bringing together mentors, educators, event volunteers, sponsors, donors, families, and alumni to **charge up our robotics programs**.

Our foundational ethos grounded us in *Gracious Professionalism®* and *Coopertition®*, inspiring us to work collaboratively and inclusively.

Our global movement is energizing the future – preparing young people today to build a better world for tomorrow.

This Annual Impact Report covers the period of July 1, 2022, to June 30, 2023.





# LEADERSHIP LETTER



**Chris Moore** is the chief executive officer of *FIRST*



**Kelly Ortberg** is the chairman of the *FIRST* Board of Directors



**Dean Kamen** is the founder of *FIRST*

 **WE CHARGED UP OUR 668,000+ YOUTH PARTICIPANTS TO WORK TOGETHER TO POWER THEIR IDEAS FORWARD AND INNOVATE FOR A BETTER FUTURE.**

What do young people need to prepare for success in an uncertain, unmapped future? They need transferrable skills, self-confidence, and the ability to persevere. They build all that and more with ***FIRST*®**, the **gold standard of youth robotics**.

*FIRST* is the sport that **allows all participants to “go pro” and find pathways to career success**. Our impact-proven programs ([see page 6](#)) give students the thrill of competing on a team with the foundation of STEM (science, technology, engineering, and math) and workforce skills development. The *FIRST* movement encourages and facilitates much-needed in-person social connection and hands-on skills development.

*FIRST* galvanizes students to **produce high-quality work while giving them space to “fail” safely, recognize the value of others, and respect both individuals and community**. They learn to persevere in the face of uncertainty. They learn to rely on collaboration and recognize that each team member brings individual strengths that, when combined, boost self-confidence, performance, and learning outcomes for everyone.

During our 2022-2023 energy-themed season, ***FIRST*® ENERGIZE<sup>SM</sup> presented by Qualcomm**, we charged up our 668,000+ youth participants to work together to power their ideas forward and innovate for a better future. The fuel behind their achievements? Our expansive community of sponsors, donors, program delivery partners, volunteers, mentors, educators, alumni, families, and other supporters.

These partnerships allowed us to grow our reach (**we served 25% more youth participants** compared to last season, [see page 18](#)), expand our resources, and deliver transformative experiences for young people. We are endlessly grateful to our global community for making this all possible.

We believe that STEM is for everyone and **continue to work strategically to remove barriers and ensure greater access to *FIRST* programs**. This past year, as our leadership team focused on strategic planning for the future, we reexamined the foundational principles that guide us and reaffirmed their meaning. In 2023, we released refreshed mission and purpose statements:

---

**Purpose:** *FIRST* exists to prepare the young people of today for the world of tomorrow.

**Mission:** The mission of *FIRST* is to provide life-changing robotics programs that give young people the skills, confidence, and resilience to build a better world.

---

The future of *FIRST* is bright, and these statements, alongside our vision and *FIRST* Core Values ([see back cover](#)), are **a commitment to our community that we will continue to grow and improve**. They encapsulate our promise to remain at the forefront of STEM education while ensuring *FIRST* stays true to our roots in robotics and our foundational ethos.

Whether you're new to *FIRST* or a longtime champion, we hope these words and the transformational stories and impact you'll read throughout the report **energize you as we build the future – together**.

Sincerely,  
Chris, Kelly, and Dean



# FIRST LONGITUDINAL IMPACT

⚡ RESEARCH SHOWS *FIRST* HAS LASTING IMPACT ON STUDENTS



## At a Glance

- Nine years into data collection, the *FIRST* Longitudinal Impact Study provides ongoing evidence that ***FIRST* is having lasting impact on participating students.**
- **Participants from communities who have been underrepresented in STEM are having gains in STEM outcomes and impact;** gains continue to be greater for girls and young women in *FIRST*.
- **STEM interest and attitudes are transforming into behaviors and actions beyond high school,** where the majority of *FIRST* participants are majoring in STEM.

Detailed information can be found at [www.firstinspires.org/impact](http://www.firstinspires.org/impact)

## An Increase in STEM-Related Attitudes

108 months after enrollment in the study, *FIRST* students and alumni are still roughly two times more likely to show an increase in STEM-related attitudes than comparison group students.

1.9x

STEM Knowledge

1.9x

STEM Identity

1.4x

STEM Careers

1.5x

STEM Activity

2.2x

STEM Interest

## Higher Levels in STEM Outcomes for *FIRST* Female Students

At 108 months, *FIRST* female students and alumni are more likely to show significantly higher levels in STEM outcomes than comparison female students.

2.2x

STEM Knowledge

2.0x

STEM Identity

1.2x

STEM Careers

1.8x

STEM Activity

2.4x

STEM Interest

## Pursuing College Pathways in STEM

By their fourth year of college, *FIRST* alumni are significantly more likely to pursue college pathways into engineering and computer science than comparison students. They are more likely to be interested in majoring in computer science, engineering, and robotics; to take computer science and engineering courses; and to declare a major in computer science or engineering.

### DECLARE A MAJOR IN STEM

#### FIRST ALUMNI

81%

#### COMPARISON GROUP

64%

### DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE

#### FIRST ALUMNI

59%

#### COMPARISON GROUP

24%

### MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES

#### ENGINEERING

2.1x

#### COMPUTER SCIENCE

2.7x

### MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE

#### ENGINEERING

2.0x

#### COMPUTER SCIENCE

2.1x

By their 4th year of college, compared to their peers, *FIRST* female alumni:

### DECLARE A MAJOR IN STEM

#### FIRST FEMALE ALUMNI

70%

#### COMPARISON GROUP

46%

### DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE

#### FIRST FEMALE ALUMNI

48%

#### COMPARISON GROUP

16%

### MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES

#### ENGINEERING

3.5x

#### COMPUTER SCIENCE

2.5x

### MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE

#### ENGINEERING

3.3x

#### COMPUTER SCIENCE

2.0x

SOURCE: *FIRST* Longitudinal Study: Findings at 108-Month Follow-up, Brandeis University, April 2023.

The study included 570 *FIRST* students and 385 comparison group students. The comparison group included students who did not participate in *FIRST* programs, but were enrolled in science and math classes at the same schools. All students received a baseline survey and follow-up surveys each year. Overall, 74% of students remained in the study at year nine.



“(THE) EMPHASIS ON LIFTING EVERYONE UP AROUND YOU, CREATING OPPORTUNITIES, AND SHARING KNOWLEDGE IS HUGE FOR ME. I APPLY IT DAY TO DAY IN WHATEVER I DO.”

— *FIRST* alum

# FIRST PROGRAMS

⚡ A SUITE OF HANDS-ON, STEM LEARNING PROGRAMS

*FIRST* combines the rigor of STEM learning with the fun and excitement of traditional sports and the inspiration that comes from community. Participants benefit from a suite of programs that have a proven impact on learning, interest, and skill-building inside and outside of the classroom.

## **FIRST® LEGO® League Divisions**

*FIRST® LEGO® League* guides youth through STEM learning and exploration at an early age. From Discover to Explore and then to Challenge, students will understand the basics of STEM and apply their skills in an exciting competition while gaining productive learning habits, confidence, and teamwork skills along the way.

**FIRST  
LEGO  
LEAGUE**

**DISCOVER**

AGES  
4-6

GRADES  
PreK-1

### **FIRST LEGO LEAGUE DISCOVER**

This playful introductory STEM program ignites children's natural curiosity and builds their habits of learning with hands-on activities in the classroom and at home using LEGO® DUPLO® bricks.

**FIRST  
LEGO  
LEAGUE**

**EXPLORE**

AGES  
6-10

GRADES  
2-4

### **FIRST LEGO LEAGUE EXPLORE**

Teams of students focus on the fundamentals of engineering as they explore real-world problems, learn to design and code, and create unique solutions made with LEGO bricks and powered by LEGO® Education SPIKE™ Essential.

**FIRST  
LEGO  
LEAGUE**

**CHALLENGE**

AGES  
9-16

GRADES  
4-8

### **FIRST LEGO LEAGUE CHALLENGE**

Teams of students engage in research, problem solving, coding, and engineering – building and programming a LEGO® Education SPIKE™ Prime robot that navigates the missions of a robot game. They also participate in a research project to identify and solve a relevant real-world problem.



Children can join any of our three programs based on age or grade level. Ages may vary by region.

Grades PreK-8 · Ages 4-16



## Young Innovators Using Skills and Imagination to Solve Problems as a Team

### THE CHALLENGE

Through a guided, global robotics program, students are introduced to STEM learning and exploration at an early age. Children can begin with Discover (ages 4-6) and progress through Explore (ages 6-10) and Challenge (ages 9-16), or join at any division based on their age or grade level.

### THE JOURNEY

Young children are introduced to STEM concepts and develop habits of learning through engaging, fun challenges and competitions using LEGO® Education materials.

### THE OUTCOME

Students gain real-world problem-solving experiences that inspire them to experiment and grow their critical thinking, coding, and design skills while building confidence, growing their knowledge, and developing habits of learning.

Grades 7-12 · Ages 12-18



## It's Way More Than Building Robots

### THE CHALLENGE

Teams design, build, and program microwave-size robots using Java programming to compete alongside and against other teams in a themed game. Students are encouraged to create team brands and be an ambassador for *FIRST* and STEM in their communities.

### THE JOURNEY

Teams compete at local and regional events, qualifying up to the *FIRST* Championship. They earn awards based on their teamwork, creativity, ingenuity, engineering design, and community connection.

### THE OUTCOME

While developing their STEM skills and mastering engineering principles, students learn the value of persistence, innovation, teamwork, and the engineering design process. High school students have access to education and career discovery opportunities, connections to scholarships and employers, and a place in the *FIRST* community for life.

Grades 9-12 · Ages 14-18



## An Exciting Sport Built Around the World of STEM

### THE CHALLENGE

Under strict rules, with limited time and resources, high school teams use sophisticated technology to build and program industrial-size robots for a challenging field game. Each team creates a team identity, raises funds to meet its goals, and works to promote STEM in the local community.

### THE JOURNEY

At district and regional events, cheering crowds root for qualifying teams as students compete with their robots for prestigious awards and a coveted spot at the *FIRST* Championship.

### THE OUTCOME

As students learn real-world engineering concepts, they build their confidence and workforce skills, and connect with professional team mentors and sponsors who can help them succeed. Plus, participants and alumni have access to education and career discovery opportunities, connections to scholarships and employers, and a place in the *FIRST* community for life.

# "MORE THAN" A CAMPAIGN

⚡ FIRST DRIVES BRAND AWARENESS AND DEEP CONNECTIONS WITH MORE THAN



## Showcasing FIRST as *More Than Robots*®

For many years, we've celebrated *FIRST* programs as [More Than Robots](#)® – a phrase that highlights the strong sense of community built into *FIRST* and the broad range of skills and experience built by our participants.

"*More Than Robots*" became the perfect title for a [Disney+ documentary](#) filmed in early 2020 that showed *FIRST* teams pivoting from building robots to using technology to help their communities during the COVID-19 pandemic. The film, released in spring

of 2022, also highlighted how *FIRST* introduces students to new opportunities and can increase self-esteem, especially for underrepresented/underserved populations and vulnerable youth.

Building off themes from the documentary, we launched a national brand campaign that showcased *FIRST* to new audiences and helped drive deeper connections within our robotics community.

## "More Than" a Campaign

Rooted in proof from the *FIRST* community and external audiences, the *More Than* campaign set out to dismantle labels for young people and promote self-esteem through STEM. Mislabeling and underestimating today's youth leads to self-doubt and low self-esteem. *FIRST* is part of the solution, empowering parents and educators alike to be the catalysts and passionate supporters for uplifting students' dreams, while amplifying the young voices of today.



## Belief in Oneself is Nothing Short of Life-Changing

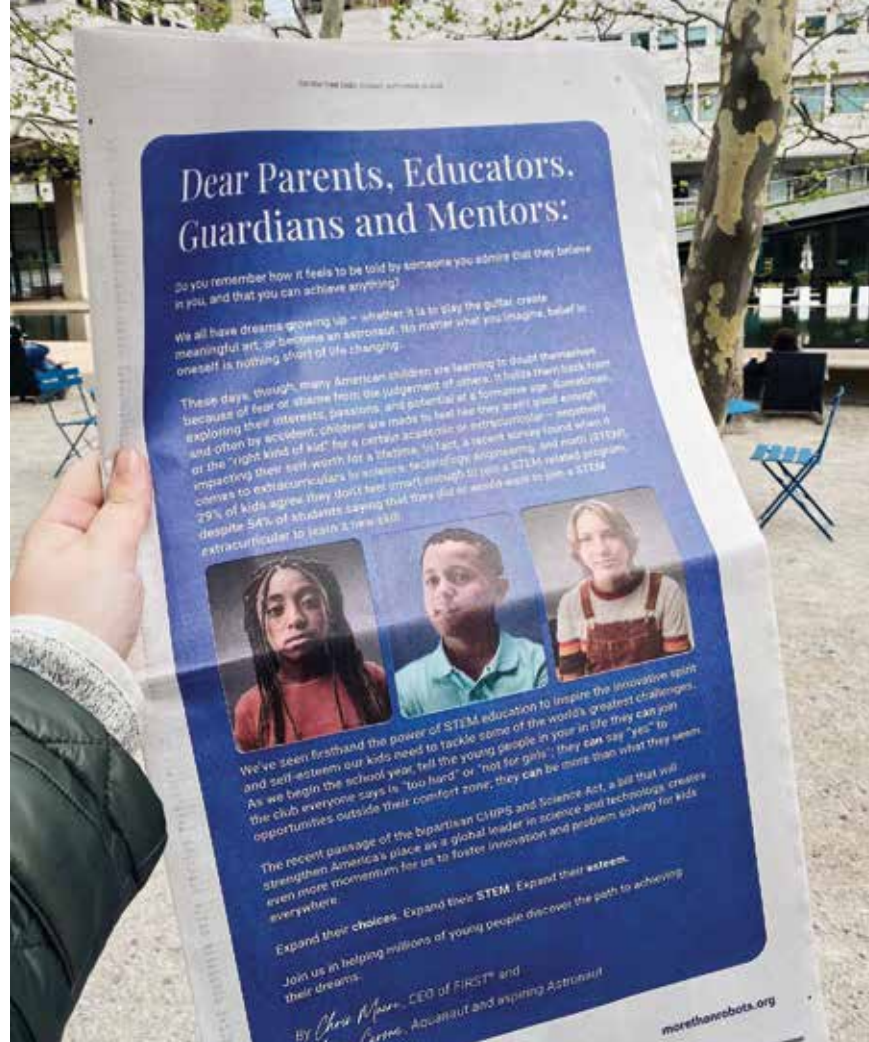
Through six months of listening to psychologists, parents, teachers, and mentors, we uncovered a self-esteem deficit among young people. Our research found that too often, children (especially young people of underrepresented and underserved populations) are excluded from extracurriculars like *FIRST*. They are burdened with internal and external factors that make them feel like they are “not smart” enough or that “STEM is for boys” or “it’s too hard.”

## Parents and Educators Have Big Roles in Enabling Opportunities

New research released with the campaign, conducted by Allison+Partners Performance+Intelligence, showcased an interest in STEM but a hesitancy to join, unless encouraged by a parent or other adult.

- **54%** of students say they did join, or would join, a STEM or robotics extracurricular to learn a new skill.
- **77%** of kids say they would turn to a parent, schoolteacher, or school counselor for advice about joining an extracurricular activity.
- **29%** of kids say they don't feel smart enough to join a STEM-related program.

With these findings, we created a campaign to encourage parents and educators to support kids in exploring their interests and passions and trying new experiences – as told by the voices of young people themselves.



## The Launch

The campaign launched in September 2022 with a public service announcement (PSA) video that aired on TV networks in the United States and an open letter in The New York Times calling for adults to encourage the young people in their lives to engage in new opportunities that might seem outside their comfort zone.

The PSA featured interviews with young people and their parents about what holds kids back and what makes them *More Than*, and highlighted research from the study. Watch the video at [www.morethanrobots.org](http://www.morethanrobots.org).

The open letter was co-signed by [Chris Moore](#), chief executive officer of *FIRST*, and [Alyssa Carson](#), *FIRST* alum, author, space enthusiast, and youngest person to graduate from U.S. Space & Rocket Center's Advanced Space Academy. “We’ve seen firsthand the power of STEM education to inspire the innovative spirit and self-esteem our kids need to tackle some of the world’s greatest challenges,” they wrote. “Tell the young people in your in life they can join the club everyone says is ‘too hard’ or ‘not for girls’; they can say ‘yes’ to opportunities outside their comfort zone; they can be *more than* what they seem.”

◀ The New York Times PSA

▼ Alyssa Carson



# #IAmMoreThan



## ***More Than*** Drove New Audiences to Engage in *FIRST*

The campaign was spread further through digital, print, and broadcast integrations over several weeks, all driving audiences to *FIRST*. *More Than* was co-branded with sponsors RTX, Qualcomm, and Bosch, who helped spread the campaign to even more people.

By galvanizing global brands around the campaign, we were able to collaborate and gain support to develop even more emotive content, such as custom videos that dove deeper into critical threads of the campaign (equity, diversity, and inclusion; mentorship; resilience) that were mutually important to these sponsors and *FIRST*.

With influencer partner Alyssa Carson and RTX's Fazlul Zubair, a *FIRST* mentor, we conducted a satellite media tour of U.S. news outlets that reached an audience of 25 million – adding to the hundreds of millions of TV viewers who watched our PSA on network shows like TODAY, GMA, and Ellen.

*More Than* received industry-wide acknowledgment and accolades, including from the Los Angeles Film Awards, the International Film Festival, the Shorty Awards, and the Digiday Greater Good Awards.

## ***The More Than*** Message

As a global robotics community preparing young people for the future, we want every kid to recognize their worth and abilities, and love who they are. Together with our sponsors, we know the power STEM education has in inspiring the innovative spirit and self-esteem our kids need to tackle the world's greatest challenges.

**WHEN WE EXPAND STEM,  
WE EXPAND ESTEEM.  
AND SO, THE MOVEMENT  
CONTINUES ...**



Qualcomm



**BOSCH**  
Invented for life



# FIRST TEAMS AND ALUMNI ENERGIZE THEIR COMMUNITIES



*More Than Robots*, the *FIRST* community is energized by our foundational ethos of *Gracious Professionalism* and *Coopertition*, which we express through the *FIRST* Core Values.

Every season, our teams, participants, and alumni innovate and use their skills as a force for good to make an impact in their backyards and on a global scale. These stories of *FIRST* students and alumni are just a sample of the thousands in our community worldwide that exemplify what it means to be *More Than Robots*.

## ⚡ FIRST CORE VALUES

Our community personifies the *FIRST* philosophies of *Gracious Professionalism* (emphasis on high-quality work, the value of others, and respect for individuals and the community) and *Coopertition* (displaying unqualified kindness and respect in the face of fierce competition) through our Core Values:

- **Discovery** We explore new skills and ideas.
- **Innovation** We use creativity and persistence to solve problems.
- **Impact** We apply what we learn to improve our world.
- **Inclusion** We respect each other and embrace our differences.
- **Teamwork** We are stronger when we work together.
- **Fun** We enjoy and celebrate what we do!

## FIRST LEGO League Teams Innovate with Sustainable Energy

FIRST LEGO League Team 58463 “The Galactic Bagels” and Team 54359 “The Robo Emperors” from Wapello Elementary School in Wapello, Iowa, recently **innovated a way to reduce their school district’s energy costs.**

The teams began by meeting once a week for a few hours at a time to get their feet wet with FIRST and familiarize themselves with the SUPERPOWERED<sup>SM</sup> season challenge. Both teams were started from an existing 4-H club, so the students already had a unique knowledge base and skill sets to apply to the season challenge, which asked students to reimagine the future of sustainable energy.

The problem they decided to focus on solving was reducing the coal-generated electricity in their school building. After doing their research and learning about the building and how it uses energy, they created a proposal to install solar panels on the roof.

The team presented their findings and ideas to their local school board. One mentor said, “At first, the school board was polite and thanked the kids for coming, but when they realized that this was a well-researched and viable plan backed by professionals, their eyes widened and their ears perked up.”

In March 2023, the school board voted to fund the installation of solar panels on multiple school buildings in the district.



## Overcoming Adversity – The Story of the Belize FIRST Community

In November of 2022, Hurricane Lisa hit the community of FIRST Robotics Competition Team 9244 and destroyed 75% of Belize High School. **True to their persevering team spirit, students and parents helped clean up campus and created makeshift teaching spaces. This allowed the team to get through build season and finish their robot.**

After intense troubleshooting and teamwork, the team arrived in Tulsa, Oklahoma, for their regional competition but unfortunately their robot was stuck in customs. The team used a kit robot that was lent to them and spent an entire day building and testing this new bot for competition the following day. Thankfully, their original robot was eventually cleared by customs – just in time; in the end, they were able to compete with their original robot and earn a spot at the 2023 FIRST Championship presented by BAE systems in Houston.

Following their regional competition, the team had only nine days to fundraise the registration fee, hotel, and airline tickets needed to attend FIRST Championship. The Belize community ran a historic fundraising drive that allowed for seven of the 15 team members to attend the event, proving that not even a hurricane can stop the Belize FIRST community from following their dreams.

**“AT FIRST, THE SCHOOL BOARD WAS POLITE AND THANKED THE KIDS FOR COMING, BUT WHEN THEY REALIZED THAT THIS WAS A WELL-RESEARCHED AND VIABLE PLAN BACKED BY PROFESSIONALS, THEIR EYES WIDENED AND THEIR EARS PERKED UP.”**

– Wapello Elementary School mentor





**"IT'S IMPORTANT TO SHARE INFORMATION WITH OTHER STUDENTS ABOUT *FIRST* AND STEM BECAUSE, IN ADDITION TO BEING INCREDIBLY FUN AND EXCITING, IT ALSO TEACHES YOU GREAT LIFE SKILLS AND GIVES YOU OPPORTUNITIES TO LEARN ABOUT STEM CAREER PATHS."**

– Bella from Team KRASH

### **FIRST Tech Challenge Team KRASH: Inspiring a Community Through STEM**

Howell, Michigan, is home to *FIRST* Tech Challenge "Team Krash" and students Bella (grade 8) and Maverick (grade 7). **Bella and Maverick saw a need to bring *FIRST* and STEM to more kids and decided to take action.** They realized that kids on Team KRASH have so much fun participating in *FIRST* that they raised the question, "How can we spread the word of *FIRST* and get more kids involved?" The answer: A new version of the classic "[Little Free Library](#)" project, which the team has named "STEM Box."

STEM Box is a centrally located box within the community that houses free STEM kits with activities geared towards elementary students.

Every few weeks, Team KRASH switches out the kits in the box to ensure that the activities are new, exciting, and engaging. Through their [Instagram page](#), they have promoted STEM Boxes and made connections with teams both domestically and internationally to help start boxes in other communities.

"It's important to share information with other students about *FIRST* and STEM because, in addition to being incredibly fun and exciting, it also teaches you great life skills and gives you opportunities to learn about STEM career paths," said Bella.



### **FIRST Robotics Competition Team 2080 "Torbotics" Offers Child with Type 1 Spinal Muscular Atrophy Greater Independence**

Five-year-old Makenzie was born with type 1 spinal muscular atrophy (SMA). Due to her genetic condition, Makenzie has the constant need of a wheelchair, nutrition, and breathing assistance, and communicates through her tablet and modified sign language.

Her family had been in search of a supportive device for Makenzie to help her use her arms with greater ease, but could not find one on the market that fit her needs. They **contacted FIRST Robotics Competition Team 2080 "Torbotics" with a request for the students to design and create a supportive device.** The team spent 14 months designing and prototyping fully functional supportive "robot arms" and in July 2023, Makenzie was able to take the arm supports home with her. Since then, she has been able to spend significantly more time doing physical therapy and is even able to get out of her wheelchair both during physical therapy appointments and in her normal life.

Both the Torbotics team and Makenzie's family continue to stay connected and support each other, redesigning and adding more features to help Makenzie live a more independent life.





**Connor** is a *FIRST* alum and electric drive development engineer at *FIRST* Strategic Partner, General Motors. His time in *FIRST* helped him see the infinite possibilities of STEM in energizing the future and the importance of perseverance.

⚡ **"FIRST TAUGHT ME THAT IT ISN'T ABOUT GETTING IT RIGHT THE FIRST TIME, AND YOU CAN'T BE AFRAID OF FAILURE BEFORE YOU START TRYING. YOU JUST HAVE TO START AND YOU WILL LEARN ALONG THE WAY."**



**Rameesha** is a *FIRST* alum and seven-year *FIRST* Robotics Competition mentor. As global gender lead at Aga Khan Agency for Habitat (AKAH), she fights for equal rights and opportunities for all in countries around the world.

⚡ **"MY EXPERIENCE IN FIRST IMPACTED ME IN APPROACHING PROBLEMS IN A CREATIVE AND INNOVATIVE WAY. ALL THE SKILLS THAT I LEARNED, I USE EVERY DAY IN MY JOB - TIME MANAGEMENT, INTERPERSONAL SKILLS, COMMUNICATION, CONFIDENCE, INNOVATION, AND PROBLEM-SOLVING."**



**Tristan** is a *FIRST* alum and volunteer across programs, mentoring students and announcing games. He is also a board member of The Rainbow STEM Alliance, an organization dedicated to helping make *FIRST* and other STEM spaces inclusive and safe for LGBTQ+ individuals. At his day job, Tristan uses his *FIRST* skills to [translate highly technical information](#) for people of all backgrounds as a benefits navigation specialist at Elder Law of Michigan.

⚡ **"IT'S OKAY TO TAKE UP SPACE. BY THAT, I MEAN THAT YOUR VOICE, YOUR PRESENCE, YOUR SKILLS ARE NOT AN INCONVENIENCE. THE PERSPECTIVE YOU HAVE ON THE WORLD HAS VALUE."**






**Pauline** is a *FIRST* alum and says that *FIRST* is the reason she became an engineer. She is currently a propulsion manufacturing engineer at Rocket Lab and works on building rocket engines. She advises students today, "Don't give up!"

**"THERE WERE SO MANY MOMENTS WHERE I WANTED TO THROW IN THE TOWEL WHEN THINGS WERE GETTING DIFFICULT. I CONSTANTLY WAS ONE OF A FEW WOMEN IN THE ROOM AND I STRUGGLED TO GET MY VOICE HEARD. STICKING IT OUT AND BRAVING THROUGH THE TOUGHEST OF PROBLEMS MADE ME WHO I AM TODAY - A GREAT ENGINEER AND LEADER."**



 *FIRST* students, alumni, and supporters attend the 2023 *FIRST* Championship Innovation Faire.



# 2022-2023 SEASON HIGHLIGHTS

# FIRST **ENERGIZE**<sup>SM</sup>

PRESENTED BY Qualcomm



Our **2022-2023 season theme, FIRST<sup>®</sup> ENERGIZE<sup>SM</sup> presented by Qualcomm**, charged up our youth participants to reimagine the future of sustainable energy and power their ideas forward through program challenges that inspire young people to create innovative solutions through robotics. The season theme addressed global challenges related to United Nations Sustainable Development Goal #7 – focused on ensuring access to affordable, reliable, sustainable, and modern energy for all.

## ⚡ A SEASON IN NUMBERS

668,000+

students impacted

3,700+

official FIRST events

106

countries with  
FIRST presence

316,000+

volunteer, mentor, and educator roles

28 million+

volunteer, mentor, and educator hours

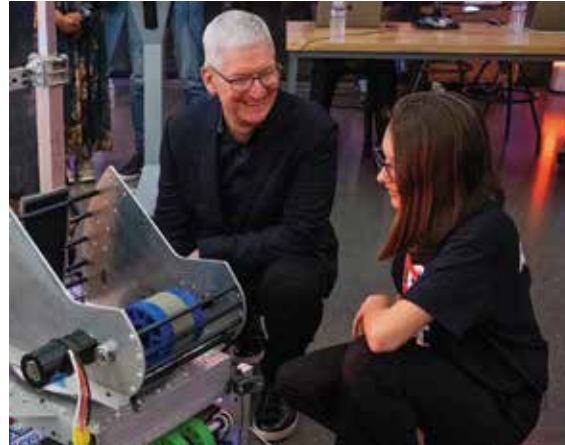


## ⚡ SEASON HIGHLIGHTS



🌱 The 2022-2023 season grew by over 25%

- During *FIRST ENERGIZE*, *FIRST* engaged even more youth in our life-changing robotics programs. Overall, youth participation across programs for **the 2022-2023 season grew by over 25%** compared to the 2021-2022 season.
- **Ten inspiring community organizations from around the world were awarded [2022 STEM Equity Community Innovation Grants](#)** from *FIRST* to provide equitable STEM engagement opportunities for underserved and underrepresented youth, and help community leaders develop new, innovative approaches to close the STEM education gap.
- In the **2022 family movie “Fantasy Football” from Nickelodeon**, **Marsai Martin starred as Callie Coleman**, a *FIRST* participant who discovers she can magically control the performance of her football-playing father through her gaming console. The film earned Director Anton Cropper the NAACP Image Award for Outstanding Directing in a Television Movie or Special.



🌱 Tim Cook (CEO, Apple) at the 2022 *FIRST* Inspire Gala

- At the [2022 FIRST Inspire Gala](#) in San Francisco, guest of honor **Tim Cook (chief executive officer, Apple)** shared uplifting words for the crowd of *FIRST* supporters and students in attendance, saying: “*FIRST* creates a space where technology and creativity intersect – and demonstrates just how powerful it is to bring those components together.”
- **Novelis expanded 10 years of support by [signing on as a FIRST Strategic Partner](#)**, furthering their commitment to work together to inspire youth participants to be environmental stewards and champions of sustainability in their communities.
- *FIRST* completed its **first year of new AmeriCorps grants**, which deployed nine individuals to support four key work sites through the [FIRST AmeriCorps Program](#). Members support the expansion of the *FIRST* mission through coaching and mentoring, program support, and school district support.



🌱 Recognizing the Class of 2023 at the *FIRST* Signing Day

- **The Semiconductor Industry Association (SIA) and *FIRST* [announced a partnership](#)** to enhance STEM education and interest among students and bolster workforce development; with demand for highly skilled workers currently outstripping supply of U.S. STEM graduates, this partnership helps ensure the U.S. maintains its innovation edge in critical technologies, including semiconductors.
- The *FIRST* community recognized the Class of 2023 on ***FIRST* Signing Day**, sharing congratulations and celebrating next steps of graduating *FIRST* alumni, whether education, enlistment, or employment. The annual end-of-season celebration has continued to grow in recognition and integration into our community, and we look forward to celebrating our next graduates in 2024.







In **SUPERPOWERED**™ participants explored where energy comes from and how it is distributed, stored, and used – and then put their superpowered creativity to work to innovate for a better energy future. Discover and Explore students built a LEGO® model based on their energy journey and tracked what they learned in an Engineering Notebook. Explore teams used code to bring their model to life. Challenge teams developed new, innovative ways to rethink and improve how energy is generated and used. They also built and programmed an autonomous LEGO robot to solve energy-themed missions in the SUPERPOWERED Robot Game.



## Season Participation

# 497,000+

students in **92 countries** explored STEM concepts and gained real-world problem-solving experiences through the guided, global FIRST LEGO League program.

# 96%

of FIRST LEGO League coaches indicated\* students **increased their teamwork skills**.

\*Source: 2023 FIRST LEGO League Explore and Challenge end-of-season surveys



## 60,600+

Discover students

## 156,500+

Explore students

## 280,300+

Challenge students

## Spotlight



The **FIRST LEGO League Morocco Open Invitational 2023** held May 18-21 in Marrakech, Morocco, welcomed **48 teams** from **42 countries**. The event was **one of five international open events hosted by Program Delivery Organizations** during the SUPERPOWERED season as part of efforts to provide more teams opportunities to attend exciting, multinational events beyond FIRST Championship. Other opens were held in **Sydney, Australia** (48 teams from 42 countries) and three U.S. states: **Arkansas** (80 teams from 7 countries), **California** (80 teams from 17 countries), and **Massachusetts** (84 teams from 17 countries).







For engineers, creators, and inventors, energy choice is a balancing act. In **POWERPLAY<sup>SM</sup>** presented by **Raytheon Technologies**, teams were challenged to make energy decisions and find innovative ways to unlock their robot's full potential as they raced to build circuits, testing the limits of power, performance, energy, and endurance. Over two-and-a-half minutes of game play with autonomous and driver-controlled sections, teams earned points by scoring cones in terminals, securing cones on junctions, and completing a circuit.



PRESENTED BY  **Raytheon Technologies**

## Season Participation

# 87,400+

students in **67 countries** developed STEM skills, practiced engineering principles, and explored the value of teamwork through *FIRST* Tech Challenge.

# 97%

of *FIRST* Tech Challenge students indicated\* they increased their ability to **persevere despite challenges or barriers**.

\*Source: 2023 *FIRST* Tech Challenge end-of-season survey



## Spotlight

This season, *FIRST* Tech Challenge reached **more than 87,400 youth participants, a program record** that was driven by growth in teams and larger average team sizes.

To support more teams at the 2023 *FIRST* Championship presented by BAE Systems, *FIRST* Tech Challenge **doubled the number of divisions to four and hosted over 190 teams** in thrilling competition across eight playing fields.







The power of engineering can help make a meaningful difference. In **CHARGED UP<sup>SM</sup>** presented by Haas, teams were inspired to see the potential of energy storage in a new light as they competed to charge up their communities. Teams built and programmed industrial-size robots to compete in alliances. Their robots earned points during pre-programmed and driver-controlled periods across two-and-a-half minutes of gameplay, scoring cones or cubes on the grid, docking or engaging with their charge station, and parking in their community.



PRESENTED BY **HAAS**  
Gene Haas Foundation

### Season Participation

# 83,600+

students in **32 countries** unlocked real-world engineering concepts, self-confidence, and workforce skills, supported by professional team mentors and sponsors.

# 98%

of *FIRST* Robotics Competition students reported\* they increased their ability to **accept input and feedback from others**.

\*Source: 2023 *FIRST* Robotics Competition end-of-season survey

### Spotlight

**FIRST Robotics Competition Team 321 “RoboLancers” won the *FIRST* Impact Award** (previously known as the Chairman’s Award) at the 2023 *FIRST* Championship presented by BAE Systems, the highest honor of the *FIRST* Robotics Competition program, recognizing the team that best represents a model for other teams to emulate and best embodies the purpose and goals of *FIRST*. In 2023, the team supported 130+ Philadelphia *FIRST* teams through a combination of funding, mentorship, coach training, workshops, and competition resources. The RoboLancers aim to build bridges that cross the unique barriers to STEM education within their community and are dedicated to creating equitable opportunities in STEM.





# FIRST CHAMPIONSHIP ENERGIZES RECORD-BREAKING CROWDS

In April 2023, approximately 50,000 people from around the world came together in Houston, Texas, to cheer on hundreds of student robotics teams as they put their innovation, teamwork, and robotics skills to the test at the 2023 *FIRST* Championship presented by BAE Systems.



## ⚡ 2023 *FIRST* CHAMPIONSHIP PRESENTED BY BAE SYSTEMS HIGHLIGHTS

**~50,000**  
attendees

**18,500+**  
student participants

**965**  
robotics teams

**56**  
countries

**1,500+**  
event volunteers

**NEARLY 2M**  
video views of *FIRST* influencer content

**MORE THAN 2M**  
owned/organic social media impressions



“We are committed to ensuring young people from all backgrounds learn critical STEM skills and inspiring them to become innovators in leading-edge industries like ours. At Championship, it’s been exciting to see what students accomplished this *FIRST ENERGIZE* season, and we are proud to celebrate them.”

– Angela Baker, vice president of corporate responsibility, Qualcomm Incorporated



🌱 *FIRST* founder Dean Kamen makes the rounds in the pits, visiting teams and sharing words of inspiration with students, volunteers, and supporters alike.



🌱 Xochitl Gomez, star of “Doctor Strange in the Multiverse of Madness,” visited *FIRST* Championship to check out all aspects of the competition, get an up-close look at student-built robots, and spend time with the youth robotics teams.

“To lead the world and sustain the future of innovation, we need more dreamers and creators like *FIRST* students. For decades, BAE Systems and *FIRST* have worked together to inspire the next generation of STEM innovators with opportunities to learn, explore, and develop confidence to build a future they believe in. Congratulations to all *FIRST* Championship participants on your achievements here and your bright futures ahead.”

– Kari Karwedsky, technical director, BAE Systems’ Electronic Systems sector



🌱 “*FIRST* is about so much *More Than Robots*. It’s about teamwork, compassion, friendship, learning new skills, and challenging yourself to do things you never dreamed you were capable of. You gave me hope, you gave me inspiration, and you are amazing and deserve to be celebrated.”

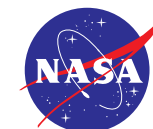
– Chris Moore, chief executive officer, *FIRST*

# SPONSORS AND CONTRIBUTORS

We are wholeheartedly grateful for the electrifying generosity of our community of supporters. As a nonprofit more than three decades into our mission, we know we could not make an impact without the support of our sponsors, suppliers, donors, and other contributors. *More than* keeping our lights on, their partnership, acknowledged in part on these pages, enables our participants to have the tools they need to succeed and build pathways for their futures.

## 2022-2023 STRATEGIC PARTNERS

---





# REMEMBERING LONG-TIME *FIRST* SUPPORTERS

## FIRST FOUNDING SPONSORS

• **A P T I V** • **Baxter**

**Boston  
Scientific**  
Advancing science for life™



**DEKA**



**Johnson  
& Johnson**

 **KLEINER PERKINS**



**MOTOROLA SOLUTIONS  
FOUNDATION**

**xerox™**

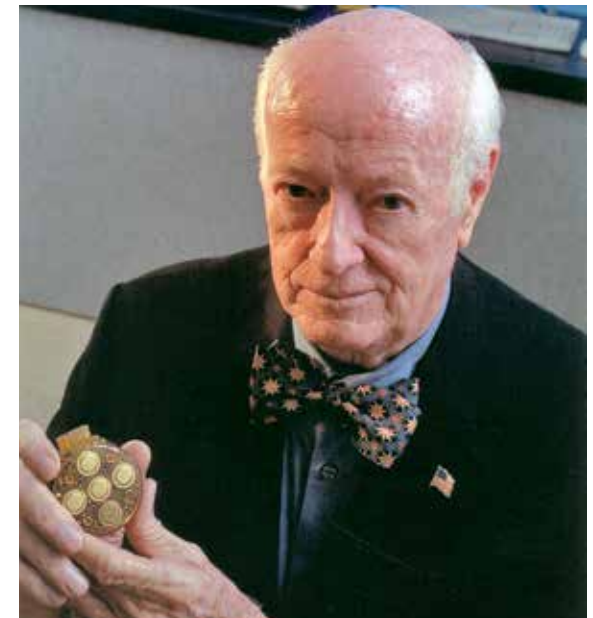
### François J. Castaing (1945-2023)

[François J. Castaing](#), retired executive vice president, Chrysler Corporation, served on the *FIRST* Board of Directors from 1994 to 2013, when he became an honorary director. He was instrumental in introducing *FIRST* programs to Michigan, pitching *FIRST* to the Big Three automakers (Chrysler, Ford, and General Motors), starting the first team at Chrysler ("Killer Bees," still competing today), and serving as *FIRST* in Michigan chairman of the Board (2009-2020), helping *FIRST* grow to reach tens of thousands of students in Michigan. "In the very early days of *FIRST*, I searched for corporate chieftains that might support the organization. I connected with François Castaing, a legend in the auto industry," said *FIRST* founder Dean Kamen. "We all owe great thanks to François for significantly advancing the mission of *FIRST*."



### Dr. William P. Murphy, Jr. (1923-2023)

[Dr. William P. Murphy, Jr.](#), who revolutionized the biomedical industry with his inventions, was an early supporter, serving on the *FIRST* Executive Advisory Board and as a senior advisor to the organization for many years. His engineering materials company, Small Parts, Inc., was key to the early days of the *FIRST* Robotics Competition Kit of Parts. In 1996, he founded the prestigious Woodie Flowers Award ([see page 44](#)) to recognize mentors who lead, inspire, and empower others within *FIRST*. "Dr. Murphy was inspirational to me in creating *FIRST* over 30 years ago and he has been one of the mission's strongest supporters ever since," said Dean Kamen. "His innovative work and his habit of keeping his father's Nobel Prize tucked away in the closet drove me to transform our culture."



53%

of students want more opportunities to be involved in STEM extracurriculars\*

\*2022 Allison+Partners Performance+Intelligence Survey



## CORPORATIONS & FOUNDATIONS

### \$1,000,000+

Apple  
Apple Matching Gifts ♥  
The Argosy Foundation  
The Boeing Company  
The Boeing Company Matching Gifts ♥  
DoD STEM  
Gene Haas Foundation  
The LEGO Foundation  
National Aeronautics and Space Administration (NASA)  
Qualcomm Incorporated  
Qualcomm Matching Gifts ♥  
Rockwell Automation, Inc.  
RTX  
RTX Matching Gifts ♥  
The Walt Disney Company  
Walt Disney Imagineering  
Walt Disney Parks and Resorts  
Walt Disney Worldwide Services, Inc.

### \$250,000 - \$999,999

The 3M Company  
Arm, Inc.  
BAE Systems, Inc.  
BAE Systems, Inc. Matching Gifts ♥  
Bayer AG  
Bayer AG Matching Gifts ♥  
Bechtel Group Foundation  
Bloomberg Philanthropies  
Bloomberg Philanthropies Matching Gifts ♥  
Booz Allen Hamilton, Inc.  
Booz Allen Hamilton, Inc. Matching Gifts ♥  
Caterpillar Foundation  
Caterpillar, Inc.  
Corporation for National and Community Service (CNCS)  
DEKA Foundation  
Dow  
FedEx  
Ford Motor Company  
General Motors Company  
General Motors Company Matching Gifts ♥  
Google  
Google Matching Gifts ♥  
GSD&M/United States Air Force  
John Deere  
John Deere Matching Gifts ♥

Leidos, Inc.  
Lockheed Martin Corporation  
Medtronic, Inc.  
Motorola Solutions Foundation  
Novelis, Inc.  
Novelis, Inc. Matching Gifts ♥  
Roblox  
TE Connectivity  
TE Connectivity Matching Gifts ♥

### Up to \$249,999

AAON, Inc.  
ABB Foundation  
Abbott Fund  
Abbott Laboratories  
Abbott Laboratories Matching Gifts ♥  
AbbVie, Inc.  
AbbVie, Inc. Matching Gifts ♥  
Abcam  
Action Group Staffing  
Axiom  
Axiom Matching Gifts ♥  
ADCO Manufacturing  
Advanced Micro Devices, Inc. (AMD)  
Advanced Micro Devices, Inc. (AMD) Matching Gifts ♥  
AECOM  
AECOM Matching Gifts ♥  
Aerojet Rocketdyne  
Akamai Technologies, Inc.  
Altec  
ALTEN Technology  
In honor of Laine Greaves-Smith  
Althar LLC  
Altice USA  
Amazon  
American Council of Engineering Companies New York  
Analog Devices, Inc. (ADI)  
Ansys  
Aptiv Foundation  
Arconic Foundation  
Arconic Foundation Matching Gifts ♥  
Argo AI  
Arizona Community Foundation  
Ascent Resources, LLC  
Ashley Furniture  
Alana C. Asmussen Charitable Fund  
Association for Packaging and Processing Technologies (PMMI)  
AT&T, Inc.  
AT&T, Inc. Matching Gifts ♥  
Avangrid  
Avangrid Matching Gifts ♥  
Avanos Medical  
Avanos Medical Matching Gifts ♥  
Baker Hughes Co.  
Ball Corporation  
Ball Corporation Matching Gifts ♥  
BancFirst  
Bank of America Charitable Foundation, Inc.  
Barr Engineering  
Baxter International Foundation  
Beckman Coulter Foundation  
Becton Dickinson  
Bedford Veterinary Medical Center  
Benevity Community Impact Fund  
Best Buy Co., Inc.  
Robert Bosch LLC  
Bosch Community Fund  
Boston Scientific Corporation  
Bright Funds Foundation  
Brooks Automation, Inc.  
Buena Vista University  
Butler Tech  
Canal Park Business Association (CPBA)  
Carnegie Mellon University  
Carrier Global Corporation  
Carrier Global Corporation Matching Gifts ♥  
CBRE, Inc.  
CDK Global  
CDK Global Matching Gifts ♥  
Cedar Falls Tourism and Visitors Bureau  
Cedar Falls Utilities  
Cetek Inc.  
Charities Aid Foundation of America  
The Chickasaw Nation  
Cigna  
Cigna Matching Gifts ♥  
Cintas  
Cirrus Aircraft  
Cisco Systems, Inc.  
Cisco Systems, Inc. Matching Gifts ♥  
Citizens Bank  
Clark Insurance  
Cleveland Cliffs  
Click Bond  
The Coca-Cola Company  
Cognosante LLC  
Comcast NBCUniversal  
Connection  
Consumers Energy  
Consumers Energy Matching Gifts ♥

Corning Incorporated  
Corning Incorporated Matching Gifts ♥  
Corning Incorporated Foundation  
Corvea  
Craigslist Charitable Fund  
Cummins  
Danfoss  
David L. Lawrence Convention Center  
Definitive Logic Corporation  
Dell Technologies  
Devon Energy Corporation  
Digi-Key Electronics  
DISTek Integration, Inc.  
DonorsChoose.org  
Draper Laboratory  
Draper Laboratory Matching Gifts ♥  
DTE Energy  
DTE Energy Matching Gifts ♥  
Dunwoody College of Technology  
EarthSense Foundation  
Eat n' Park  
Educational & Institutional Cooperative Services, Inc.  
Edwards Vacuum  
EF Explore America Center Boston  
Electronic Components Industry Association (ECIA)  
Emerson Charitable Trust  
EMPDIRECT  
Enbridge Energy Partners  
Ernst & Young L.L.P.  
Estée Lauder  
Estée Lauder Matching Gifts ♥  
Express Employment Professionals  
F5 Networks  
F5 Networks Matching Gifts ♥  
Fidelity Investments  
Fidelity Charitable Gift Fund  
Flexco  
Florida Power & Light Company  
Franklin Philanthropic Foundation  
Franklin Templeton Investments  
Fresno Clovis Convention & Visitors Bureau  
Frontstream  
GAF Corporation  
GAF Corporation Matching Gifts ♥  
GE Healthcare  
General Dynamics Information Technology  
General Electric Company  
General Electric Power Systems  
Genesis Systems



Genevieve Fund  
 Gilkison Foundation  
 GitHub, Inc.  
   GitHub, Inc. Matching Gifts ♥  
 The Giving Block  
 Givinga Foundation, Inc.  
 Global Foundries  
 GPM, Inc.  
 The GRACO Foundation  
 City of Grand Forks North Dakota  
 Greater Cincinnati Foundation  
 Greenspan Foundation  
 GSD&M/United States Space Force  
 Hartel's  
 Hawkeye Community College  
 The Leona M. and Harry B. Helmsley  
   Charitable Trust  
 Hewlett-Packard Company  
   Hewlett-Packard Company  
   Matching Gifts ♥  
 H.H. Barnum Company  
 Highmark  
 Honeywell International Inc.  
 Houston First  
 Howmet Aerospace Foundation  
 i2E  
 IACMI  
 IBM Corporation  
 IBM Employee Services Center  
   Matching Gifts ♥  
 Impact Assets  
 Industrial Smoke & Mirrors Inc.  
 Infineon Technologies Americas Corp.  
 Infor  
 Intel Corporation  
   Intel Corporation Matching Gifts ♥  
 Intuitive Foundation  
 Intuitive Surgical, Inc.  
   Intuitive Surgical, Inc.  
   Matching Gifts ♥  
 J.E. Hefner  
   In honor of Jamie Fowler  
 Johnson & Johnson Family  
   of Companies  
   Johnson & Johnson Family of  
   Companies Matching Gifts ♥  
 Johnson Controls, Inc.  
   Johnson Controls, Inc.  
   Matching Gifts ♥  
 JPMorgan Chase Bank N.A.  
 Kemin Industries  
 Kettering University  
 KLA-Tencor  
 Klausner Family Foundation  
 KPMG Community Giving Campaign

L3Harris Technologies  
 LaCrosse CVB  
 Lakeside Foundation  
 Lamar  
 Lear Corporation  
 Leighty Fund of the Community  
   Foundation of Northeast Iowa  
 Leon County Tourism  
   (Visit Tallahassee)  
 Liberty Mutual Insurance Group  
   Liberty Mutual Insurance  
   Group Matching Gifts ♥  
 LinkedIn  
   LinkedIn Matching Gifts ♥  
 Living Proof Photography  
 Marsh & McLennan Agency, LLC  
 Marvin Windows  
 Mattlin Foundation  
 R.J. McElroy Trust  
 Medtronic Foundation  
   Medtronic Foundation  
   Matching Gifts ♥  
 R.K. Mellon Foundation  
 The Merck Foundation  
 Meta  
 Miami Dade College North Campus  
 Microsoft Matching Gifts ♥  
 MidAmerican Energy Foundation  
 Millerknoll Foundation  
 Minnesota Power Foundation  
 Minnesota Touchstone Energy  
 Minuteman Automation  
 Mission Driven Research, Inc.  
 Molex  
 Moss Adams  
   Moss Adams Matching Gifts ♥  
 Mouser Electronics, Inc.  
 MPECU - Minnesota Power  
   Employees Credit Union  
 MVP Health Systems  
 NASA Glenn Research Center  
 Nasdaq  
 National Defense Industrial  
   Association (NDIA)  
 National Grid  
 Network for Good  
 News Corp  
 NextEra Energy  
 NI  
 Nintendo  
   Nintendo Matching Gifts ♥  
 NOKIA of America Corporation  
 Nordson Corporation  
 North Dakota State University

North Shore Bank of Commerce  
 Northern Clearing  
 Northrop Grumman Corporation  
 Northwell Health  
 nVent Management Company  
 Obvious Ventures  
 Oklahoma Aeronautics Commission  
 Oklahoma Army National Guard  
 Oklahoma Center for the  
   Advancement of Science  
   & Technology  
 Oklahoma Gas & Electric (OG&E)  
 Oklahoma State University  
 Oneida  
 Oracle Corporation  
   Oracle Corporation  
   Matching Gifts ♥  
 Oracle Foundation  
 Orange County Florida  
 Orlando Magic  
 Otis Elevator Company  
 Panasonic  
 Parker Hannifin Corporation  
 Parker Hannifin Foundation  
 Paycom Payroll, LLC  
 PayPal  
   PayPal Matching Gifts ♥  
 Pearson Packaging Systems  
 Pentair Foundation  
 Perficient, Inc.  
 PG&E Company  
   PG&E Company Matching Gifts ♥  
 Phillips 66  
   Phillips 66 Matching Gifts ♥  
 Picatinny Arsenal  
 Pitco, Inc.  
 Pledgeling Foundation  
 Plexus Technology Group  
   Plexus Technology Group  
   Matching Gifts ♥  
 PNC Bank  
 Polaris Industries, Inc.  
   Polaris Industries, Inc.  
   Matching Gifts ♥  
 Power/mation  
 PPG Industries Foundation  
 Presbyterian Health Foundation  
 The Procter & Gamble Company  
 PTC, Inc.  
 PwC  
 Rapp Charitable Trust  
 Rensselaer Polytechnic Institute  
 Rochester Technology and  
   Manufacturing Association  
 Ross Stores Foundation

S&P Global  
   S&P Global Matching Gifts ♥  
 Salesforce.com  
 Schneider Electric  
   Schneider Electric Matching Gifts ♥  
 Schoeneckers, Inc.  
 Schwab Charitable Fund  
 SEAC  
 Sempra Energy  
   Sempra Energy Matching Gifts ♥  
 Seyfarth Shaw LLP  
 Shift4  
 Siemens Corporation  
 SIM Foundation  
 Simonic's Opportunities for  
   Arts and Robotics (SOAR)  
 Simply Donating  
 Sisu Energy & Environmental, LLC  
 David Lee Smith Trust  
 Solar Turbines, Incorporated  
 Sony Corporation of America  
 SpaceX  
 Splash Enterprises, Inc. d/b/a Big  
   Frog Custom T-Shirts & More  
 Stanley Black & Decker, Inc.  
 Starbucks  
   Starbucks Matching Gifts ♥  
 Stavvy Company  
 Stiles-Nicholson Foundation  
 T2 Utility Engineers  
 Tally Robotics  
 Target  
 TEL Manufacturing and  
   Engineering of America  
 Tempe Union High School  
   District 213  
 Tennessee Valley Robotics (TVR)  
 Thomson Reuters  
 Thrivent Financial  
 Tokyo Electron Limited  
 The Toro Company  
 TraPac  
 Triangle Fraternity  
 Tripadvisor LLC  
   Tripadvisor LLC Matching Gifts ♥  
 True North Equipment  
 Twitch  
 UBS Financial Services Inc.  
 UK Online Giving Foundation  
 United Parcel Service of  
   America, Inc. (UPS)  
   United Parcel Service  
   of America, Inc. (UPS)  
   Matching Gifts ♥

“ I BELIEVE IN THE  
**FIRST MISSION**  
**AND VISION.**  
 I ALSO BELIEVE IN  
**SUPPORTING CAUSES**  
**THAT PROVIDE**  
**KNOWLEDGE AND**  
**EXPERIENCE THAT**  
**IS PRICELESS.”**

– FIRST donor

“WE NEED THE NEXT GENERATION OF INVENTORS TO HELP PUSH OUR INDUSTRY FORWARD.”

– Angela Baker, vice president of corporate responsibility, FIRST Strategic Partner Qualcomm Incorporated

United Services Automobile Association (USAA)  
United Services Automobile Association (USAA)  
Matching Gifts ♥  
United Therapeutics Corporation  
United Way of Palm Beach  
UnitedHealth Group  
UnitedHealth Group  
Matching Gifts ♥  
University at Albany, State University of New York  
University of California, Davis  
University of North Dakota  
Verizon Foundation  
Verizon Foundation  
Matching Gifts ♥  
Vertex Pharmaceuticals  
Vertex Pharmaceuticals  
Matching Gifts ♥  
The VGM Group  
Viasat, Inc.  
Viking Pump, Inc.  
Visit Duluth  
Visit Greater Grand Forks  
Visit Knoxville  
VMware Foundation  
VMware Foundation  
Matching Gifts ♥  
Waterloo Convention & Visitors  
WB Engineers+Consultants, Inc.  
WePay  
Williams Foundation Fund at the Tulsa Community Foundation  
Winnebago Industries Foundation  
WMG Partners, LLC Koch  
In memory of Edwin Rivera  
Wolf, Greenfield & Sacks, P.C.  
Wolfspeed  
Woodforest Bank  
Workiva  
Workiva Matching Gifts ♥  
Xerox Corporation  
YourCause, LLC  
Zebra Technologies Corporation  
John Steele Zink Foundation



## INDIVIDUAL DONORS & FAMILY FOUNDATIONS

### \$100,000+

Bezos Family Foundation  
Mike & Jackie Bezos  
The Heinz Endowments  
Overdeck Family Foundation  
Patricia & Eric Poppe  
Siegel Family Endowment ■  
Fikret Yuksel Foundation

### \$25,000 - \$99,999

Lawrence & Tami Cohen  
Daniel Elkes  
Robert & Lynne Schwartz

### \$5,000 - \$24,999

Michael Ambrogio  
Eli Atkins Giving Fund  
Donald ■ & Susan Bossi  
Mickey Clagg  
Patrick Fairbank ♦  
Scott Greven  
Holcombe-Kawaja Trust  
Howard Family Foundation  
Dr. Paul Jacobs ■  
John & Maryann Karlen  
The Keough Family Foundation  
Peter & Lisa Larocque  
Franklin Lewis  
The Lozick Family Foundation  
Donald Malone  
Donald Manvel  
Scott McKay ■  
The Milk Money Foundation, Inc.  
The Kenneth T. and Eileen L. Norris Foundation  
Kelly ■ & Valerie Ortberg  
Benjamin Romano  
Jacqui E. Safra & Jean Doumanian  
Birgit Sorgenfrei  
Greg ♦ & Lily Stanton Marra  
Eugene Tang  
Gary • & Diane Tooker  
Robert ■ & Lynn Tuttle  
Paul & Judy Ulland  
James • & Nancy Utaski  
Josh Weston \*

### Up to \$4,999

Madison Able-South  
Joanne Abrams  
In memory of Richard Gurali  
Stuart Abramson  
Redmond Abutin  
Robert Adams  
Rohinikumar Adivi  
Masroor Adnan  
Sheel Raj Agarwal  
Vaishali Agharkar ♦  
Alicia Agostino  
Susan Agrawal  
Victoria Ahern  
In memory of Ayaska Fernando  
Taymur Ahmad  
Kennie Albritton  
Eric Aldridge  
Kailie Abascal Alejo  
In memory of James Hopkins  
Ginny & David Allaby  
Benjamin Allen  
Joshua Allen  
Anna Allsop ♦  
Matthew Alvarado  
Sara Amer ♦  
Christie Anderson  
Dusty Anderson  
Jeffrey Anderson  
K.E. Anderson  
Russell Anderson  
Scott Anderson  
Justin Andrews  
Walter Andruszko  
Adolfo Apolloni  
Philip Aponte  
Jeffrey Appell  
Ray Aragon  
Daniel Arie ♦  
Pablo Armando Mac Beath M ♦  
Holly Arnold  
Prasad Aryamane ♦  
Asdas Asdas  
Anand Atreya ♦  
S.S. Atwal  
Alison Aubrey  
In honor of Owen Milam  
Dana Aucoin  
Michael Autuoro  
In honor of Bryan Rockwell  
In honor of Curtis St. Brice  
In honor of Mitchell Harris  
Kelly Ayotte  
Valeria Azevedo Marques de Oliveira  
Elly B.  
Sarah Bachenheimer  
S.C. Backstrom  
Justin Baer  
Royce Bailey  
In honor of Michael Perl  
Sharath Bajjuri  
Philip Baltar ♦  
Michael Banigan  
M. Banya  
Jacqueline Bardyn  
Jack Barger  
Jessica Barlow  
Pat Barnes  
Charlotte Barrington  
Aaron Bartholomay  
Leann Bartomioli  
Randall Basinger  
Bruno Bastos  
William Bauman  
N.T. Baumstein  
Jennifer Beattie  
Joseph Beaunoyer  
Abigail Beets  
Louis Begin  
Thomas Behan  
Andrew Belcher  
Richard Belsky  
Trudy Bender  
In honor of Benjamin Griffith  
Theresa Bergman  
Donna Bernardon  
Angele Bernier  
Joanna Bickley  
Alfred Bie & Joan Watanabe  
Scott Biggs  
Lydia Birk  
Emmanuel Bisse  
Mychele Bisson  
Jeffrey Bivens  
Kenneth Black  
Levi Blackman  
Niya Blackwell  
Brooke Blew  
John Blomquist  
Joel Blouin  
In honor of John Henry Hain  
Jennifer Boike  
John Bonasse  
Aliyah Bond  
Pallavi Bondre ♦  
Anton Borzov  
Yevgeniya Borzov



Steven Botwinik  
Deborah Bowen  
Matthew Bowers  
K.V. Bowker  
Attalanta Boykin  
John Brandow  
Aaron Brandt  
In honor of Jacob Brandt  
Rachel Brannan  
Jeff Braun  
Donna Brenneman Barry  
Andrea Brewster  
Carol & Daniel Singer Bricklin  
Karen Briggs  
J. Brooks  
Russel Brow  
Julia Brown  
Jay Browne  
Stephan Brumbaugh  
Melissa Bruneau  
Laura Brunow  
Terrell Burch  
William Burgess  
Matthew Burke  
Mara Busby  
Preston Buszka ♦  
James Butts  
Douglas Byrd  
Jeffrey Cadman  
Cammi Cain  
Zachary Caldarola  
Donald Callan  
Pam Callan  
Diana Cam  
Armondo Campos  
Simon Canfield  
Emily Cann  
Daniel Canterino  
Ronald Cardullo  
James Cargile  
Brianna Carlon  
Lino Carnececca  
Luis Carrio  
Michael Carter  
Daniel Cartoon  
Rodrigo Santos Casaes  
Shane Casey  
David Castellano  
Adam Catt  
Michael Chabinyc  
Meghna Chakrabarti  
Rachel Chamberlain  
In honor of Norm Whitley

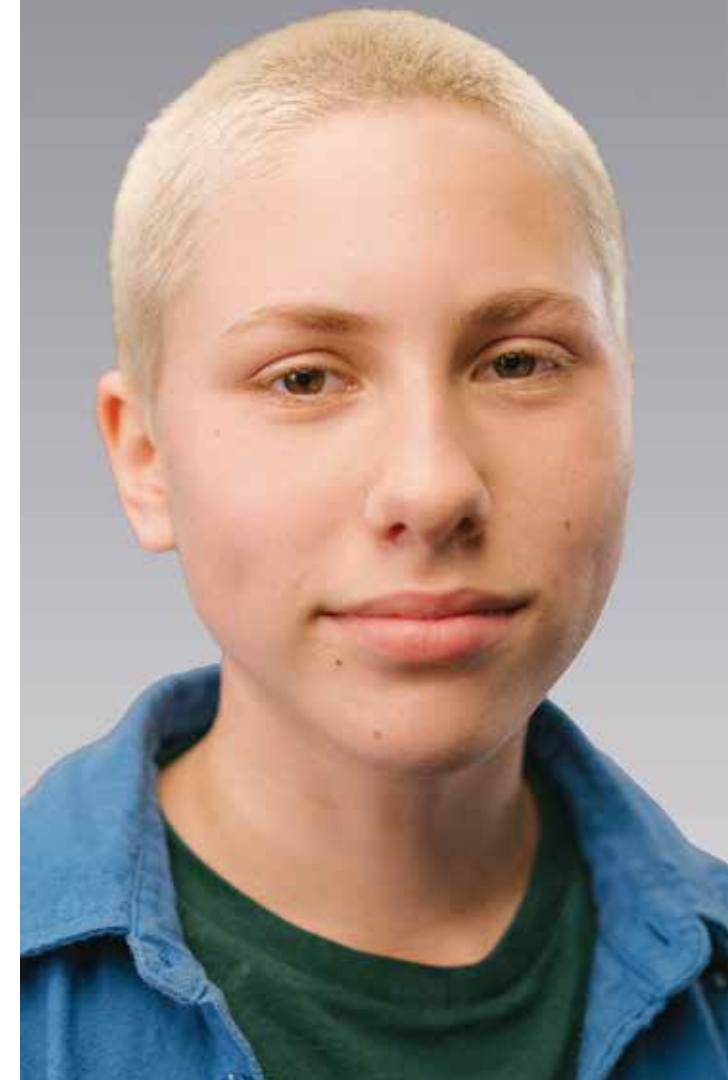
Thomas Chan  
Vishal Chandwani  
Nancy Chang  
William Chapman  
Nikolas Charos  
Joseph Chase  
Aleena Chaudhry  
Rodolfo Chavez  
Antoinette Cheek  
G. Chen  
Alvin Cheng ♦  
Sharon Chester  
In memory of David Chester  
Ying Chi  
Michael Chinn  
Prasad Chittaluru  
R.M. Chow  
Michal Cieplinski  
Jennifer Cisneros  
Erin Clark  
In honor of Seth Lichtenstein  
Teresa Clement  
The Cloud Family Foundation  
Aron Cohen  
Jessica Cohen  
In honor of Marshall Cohen  
Shoshanah Cohen  
Stuart Cohen  
John Cole  
Daryl Coleman ♦  
Angela Collazzo  
Tiffany Collins  
Katie Comer ♦  
Andrew & Melissa Compton  
M.B. Conte  
Camden Cook  
Keli Cooper  
Michael Cooper  
Robert Cooper  
A.M. Cordes  
Gabryel Coronado ♦  
Mike Coscia  
Anthony Cosenza  
Lionel B. Coulon  
Daniel Coulson  
Brianna Couso  
David Coutant  
Jeff Cowman  
Michael Coyle  
Neil Craig  
Richard Crane  
In honor of Kay Crane  
Cosema Crawford ▲

Dan Cronin  
James Cronin  
Paul Crossman  
Jeffrey Crumb  
Carla Culos  
Carol Cummins  
In memory of Tyler Hayden  
Ronalee Cunningham  
Drew Dabbakian  
In memory of David Cullen  
Lawrence D'Addario  
Wayne Dahlberg  
Patricia Daly & Henry Schreiber  
Bogdan Damoc  
Steven Dao ♦  
Richard Darden  
Darsh Dasai  
Laura Davenport  
Bayleigh Davis ♦  
David Davis  
Marvin Davis  
M.W. Davis  
Rob Davis  
Dylan Davison  
Jeroen De Boeck  
Erick Dean  
Jodi Dean  
In honor of Dom Nazario  
Laura D'Eliseo  
Alex Dell  
Tiffany Dellario  
Robert DeLuca  
Kerry DenHerder  
Rachelle Dennis  
David DePauw ♦  
Kevin DeVries  
Daniel DeWalch  
Melanie DeWald  
Asawari Dharm  
Virginia Dickerson  
Sharon Dickinson  
In memory of Nathan Dickinson  
Paige Dierl  
Kyleigh DiSilvestro  
Christopher D'Italia  
Kathryn Dixon  
Timothy Dixon  
In memory of DJ Conroy  
Jeff Dobro  
In memory of Murray Dobro  
Eugene Dobry ♦  
Steven Dodds  
Jack Doherty ♦  
Meaghan Dolan

Michelle Donegan  
Yotam Doron  
Wyatt Dube  
Sarah DuCette  
Mike Duello  
Cynthia Dunlap  
Thomas Dunn  
Richard Durante  
Rebecca Durden  
In memory of Stephen Mininni  
Hazel Durie  
Martha Dush  
John DuVal  
Jeffrey Earl  
Alex Early  
Joel Ebner  
Nathanael Edwards ♦  
Karl Ehemann  
Timothy Ehrlich  
Vijayan Ekanathan  
Richard Elliott  
Ryan Elliott  
Christopher Ellis  
In honor of Frankie & Smith Christian  
David Ellis  
Theresa Ellison  
Annemarie Ellman ♦  
Daphne Emmack Owens  
C.A. Engelsen  
Peggy English  
Taj Erattu  
Jonathan Espinosa ♦  
Jessica Q. Espinoza  
Randall Fahey  
L.Y. Fang  
Claudio Fantacci  
Gulsina Farakhova  
Brittany Farrell  
Lucian Fechet  
Kelly Fehr  
Anne Feibusch  
Doug Feyers  
Mark Filer  
James Fillman  
Ian Fitzell  
Michael Fleck  
Cherrie Fleisher-Strauss and Leslie & Simon Strauss  
Duane Flier  
Robert Foley  
Kevin Folz ♦  
G.P. Fonder

65% of kids say they would turn to a parent for advice when considering joining an extracurricular activity\*

\*2022 Allison+Partners Performance+Intelligence Survey



35%

More than one third (35%) of female students indicated they don't feel smart enough to join a STEM extracurricular\*

\*2022 Allison+Partners Performance+Intelligence Survey



Jazzmin Ford  
Michelle Formella  
In honor of Mike Munoz  
Shonda Formey  
Alyssa Frandsen  
Luke Frazer  
Katie Frazier  
Anthony Fresolone  
Jason Friedman  
In memory of Max Mintz  
Tammy Fritz  
Sarah Fruzzetti  
Andrew Fudge  
Steven Funk  
David Gaddy  
Saarvi Gadila ♦  
David Gaensbauer  
Rose Gailey  
In honor of Aptiv Corporation  
Nina & Mark Gaines  
Robert Gajarsa  
Daphne Galatas  
Gwendolyn Gallagher  
Mark Garcia  
William Garcia  
Abby Gardner  
In honor of Jon Morgenstern  
Jennifer Garr  
Erica Garver  
Niki Gastinel  
Bill & Melinda Gates Foundation  
Bill & Melinda Gates  
Foundation Matching Gifts ♥  
Amy Gauthier  
In honor of Robert Gauthier  
William Gavin  
Christopher Gentile  
Pamela George  
Robert German  
Dawn Gersich  
Frank Ghali  
Omar Ghani  
Adriana Gheorghies  
Charles Gibson  
Jaclyn Gifford  
Christina Gilliland  
Benjamin Gilliland ♦  
Mark Giordono  
Kathryn Giugliano  
Amanda Gladysz  
Arthur Glenn  
In honor of Jaden Little  
Eliezer Glik  
Jacob Glueck

Zachary Goebel  
Sujatha Gokaraju  
Carey Goldberg  
Ken Goldberg  
Jeffrey & Doris Goldstein  
Sri Goli  
Emilio Gomez  
Rob Gonzales  
Gary Gordhamer  
Kara Gordon  
Sam Gordon  
Jim & Paula Gorham  
Paula Gorham  
Timothy Goudge  
Iain Gould  
William Grau  
Amanda Graupner  
Rebecca Gray  
J.H. Green  
Peter Green  
Michael Greenley  
Eileen Griffie  
Erik Griswold  
Christopher Grontkowski ♦  
Lawrence Gros  
Qing Guan  
Francisco Guerra  
Darlynn Guest  
In memory of Stephen Minini  
Bruce Gurall  
In memory of Dick Gurall  
Anna Guth  
Maria Estela Gutierrez ♦  
Timothy Guyer  
Bill Guyor  
Jonathan Haag  
Anna Haemel  
Theodore Hahn  
Dave Hale  
Dora Hall  
In memory of David Cullen  
Maria Hall  
JoAnn Halloran  
Zeina Hamed  
James Hammond ♦  
Sonya Hansen  
Christopher Hapstack  
Brett Harasimowicz  
Grant Harding ♦  
Caitlyn Harmon  
Todd Harrington  
Femke Harvey  
Mark Hauser

Dean Hawkinson  
Kim & Nick Hayman  
In memory of James Earl Hopkins  
Stephen & Lynn Hazard  
Adam Heard  
Timothy Hebel  
Aubrey Heck  
Lynne & Henry Heilbrunn  
Jillian Heimbruch  
C.M. Henley  
Gustavo Hernandez ♦  
Honey Herrada  
Brian & Julia Herrmann  
Brian Hess ♦  
Martha Heywood  
A.L. Hickerson  
Laura Hidalgo  
Eric Higgins ♦  
Jacquelyn Higgins  
Micah Hignight  
Lauren Hill  
Rexford Hill  
Suzanne Hill  
Gaamaa Hishigsuren  
Ted-Serina Hoaglin  
Brenda Hodes  
Marc Hodosh  
Kerrie Hoening  
Christopher Hogarth  
Jeffrey Holt  
Megan Holtz  
Aaron Hordubay  
Karen Horting ■  
D.R. Hoskins  
James Houston  
Marc Howard  
Patricia Howland  
Jacob Hoylman  
Corlee Hudson  
Christopher Hughes  
Denée Hughes  
In honor of Ian Whittington  
Nancy Hui  
In honor of Amelia Tripp  
Wisehaupt  
In honor of Joshua Greenbaum  
In honor of Otis Tripp Wisehaupt  
Zachary Humphries  
Roman Hund  
In honor of Bernie Skoch  
Amy Lynn Hunt  
Michele Hutchings  
Paul Hynes  
Amber Iabell

Susan Ilax  
Nicholas Induni ♦  
Bruce Ioki  
Clarivet Isidore  
Suresh Iyer  
Desmond Jackson  
Stuart Jacobson  
Alisha James  
Joni Jeffries  
Melanie Jenkins  
Oliver Jenkins ♦  
Jerry Jerome  
Jianhong Jin  
Ashley Johnson  
Kenneth Johnson  
Lisa Johnson  
Michelle Johnson  
M.S. Johnson  
Timothy Johnson  
William Johnston  
Elizabeth Jonathan  
In honor of Hephzy Hull  
Alexis Jones  
Gary Jones  
Lynda Jones  
Sri vani Kalvakuntla  
Ellen Kambol  
In memory of Dick Gurall  
Karen Kambol  
In memory of Dick Gurall  
Barak Kampf ♦  
David Kane  
David Kang  
Deborah Kasper  
Laurie Kass  
Ronni Katz  
Praveen Kaushik  
Ann Keller  
Sean Kelly  
Chris Kempf  
Charles Kennedy  
Patrick Kennedy  
Ben Kershaw  
Nikhil Khadilkar  
Karen Kilker  
H. Kim  
Jaejung Kim  
Adam & Pamela Kimball  
John King ♦  
Stephanie Kinnan  
Jay Kinzie ♦  
Stephen Kirkish  
Richard Klein



W.H. Klemens  
 Timothy Klemm  
 Eric Klimas  
 Jill Klindt  
 Kathleen & George Klinich  
 Michelle Ko  
 Nathan Kober  
 Allen Koch ♦  
 Stephen Kocik  
 Derek & Angela Konigsberg  
 Elliot Kotek  
 Andrew Kowalik  
 Zac Kramer  
 Bryce Kratzer ♦  
 Matthew Krever  
 Amanda Kuehn  
 Elena Kuleshov  
 Neetu Kulshrestha  
 Michael Kuluz  
 Siddhant Kumar  
 Ken Kutcheck  
 Julia Kuziomko  
 Eileen Labrecque  
 In memory of Richard Gural  
 Anthony Lafata ♦  
 Philip LaFond  
 Sangeeta LaForges  
 Sherman Lam  
 Kari LaMora  
 Andrew Lampinen  
 Victoria Landes  
 D.M. Landis  
 Jennifer Langan  
 Ni Lao  
 Todd Larabee  
 Mark Larson & Tina Cole  
 Jens Larsson  
 Nancy Lavigne  
 In memory of Richard Gural  
 Paul & Kelley Lazarus  
 Rori Leath  
 Scott Legasse  
 Sharyl Leggate  
 Lisa Lei ♦  
 Sarita Lella  
 Andrea Lepper  
 Laurie Leshin ■  
 Michael Levy  
 David Lewandowski  
 Andrew Lewis  
 Autumn Osuna Lewis  
 Greg Lewis  
 Margaret Lidz  
 In memory of Sidney Lidz

Shi-Key & Irene Lin  
 Rosanna Lindsay-Hague  
 Tatiana Litvin  
 Bryce Liu & Lisa Wu  
 Patrick Logan  
 Guy Lohman  
 Michelle Long ♦ & Isaac Mishkit  
 Nicholas Long  
 Carlos Lopez  
 Teresa Lopez  
 Joseph Loprete  
 Kristine Lott  
 Jamee Luce  
 Cassie Lucia  
 Jeffrey Lumsden  
 Daniel Luna  
 Lisa Lunghofer  
 Ping Luo  
 Nicholas Luther  
 Heather Lynn  
 In honor of Larry Kenney  
 Tina & Russell Lyon  
 Bhoj M.  
 Marah Maayah  
 In memory of Ayaska Fernando  
 Eric Mace  
 Patricia Maciejewski  
 Gordon Madill  
 Cristina Mahon  
 Pamela Maker  
 Evamaria Malekia  
 Khushi Mann  
 Derek Manwaring ♦  
 Ian Marcellana  
 P.M. Marcillat  
 Jason Markesino ♦  
 Amy Marks  
 Sean Marrinan  
 Michael Marshall  
 Andrew Martin  
 Janice Martino  
 Neilton Martins ♦  
 Eduardo Martony  
 Clare Mason  
 Anthony Maszeroski  
 In honor of FIRST Robotics  
 Competition Team 9143  
 Nicholas Mata ♦  
 Yukari Matsuyama  
 Luis Matta  
 Robin Matthews  
 Holly Maudsley  
 Christine Mayer  
 In memory of Stephen Mininni

Patrick McBride  
 Victoria McBrien  
 Lauren McCabe  
 Steven McCarthy  
 Ann McClung  
 Sherry McConn  
 In memory of James Hopkins  
 C.J. McIntosh  
 Timothy McKenna  
 In honor of Jared Christensen  
 Terrance McKiernan  
 Elizabeth McKinstry  
 In honor of Donita & Duane Winn  
 Bryan McLaughlin  
 John Mcneilly  
 Lisa McNichols  
 Sanford Meek  
 Breanna Meierdiercks  
 In honor of Sean Meierdiercks  
 Sarah & Peter Meindl  
 Morris Menasche  
 Angel Mendoza  
 Leigh Menninger  
 Frank & Deb Merrick  
 Katie Merrill  
 In honor of R2-D2 Vocalizer  
 Robert Merriner  
 Zoe Mertz  
 In honor of Owen Mertz  
 Agustin Mestre  
 Vladimir Mikulik  
 Anastasia Miliano ♦  
 Dan & Kimberly Miller  
 Matthew Miller  
 Sarah Miller  
 In honor of Dan Atkinson  
 Winston Mills  
 Kenneth Mims  
 Marietta Minjares  
 Eric Mintz  
 Anna Mirabella  
 Valerie Mis  
 Gerald Mitchell  
 Puneet Mody  
 Al Mohamed  
 Thays Molina  
 Alexandra Molnar  
 Amy Monahan  
 Chris Moore ■  
 Erin Moore  
 P.W. Moore  
 Tracey Moore  
 Nicole Morales  
 Bill Moreland

Christine Morgan  
 Elizabeth Morgan  
 In honor of Fritz Morgan  
 Justin Morgan  
 V.G. Morgan  
 Annie Morris  
 Deborah Morrissey  
 Robert Morse  
 Doreen Moschcau  
 In honor of Jim Hopkins  
 Cara Mueller  
 In memory of Ty Hayden  
 Hans Mueller ♦  
 Peter Mueller  
 Katherine Muhlrud ♦  
 Akzharkyn Mukatova  
 Mary Mulcahy  
 In memory of Jim Hopkins  
 Colin Mullen  
 Patrick Mullen  
 Adam Muller  
 Sean Mulligan-Newman  
 Rajini Mummulla  
 Darcy Murray  
 Sowmya Murthy  
 S.G. Musgrave  
 Braden Myers  
 Lauren Myers  
 Tim Myers  
 Daniel Myrick ♦  
 Robert Myrick ♦  
 Frank Naeymi-Rad  
 Ravikiran Nagavarapu  
 Susie Nagel  
 Goutham Namboodiri  
 Kevin Nanney  
 Tim Nehrt  
 Frank & Barbara Nelligan  
 Keith Nelson  
 Elissa Nesbitt  
 Cecilia Neumann ▲  
 Ron Newcomb  
 Hilary Newman  
 In honor of Jonah Sachs-Wetstone  
 Joe Newman  
 Ethan Nguyen  
 Hien Nguyen  
 Thomas Nguyen  
 William Nguyen  
 Dene Nichols  
 Margaret Nichols  
 Ryan Niebruegge  
 Rodney Nissen  
 Molly Nitka

“I WANT TO  
 GIVE BACK TO AN  
 ORGANIZATION  
 THAT HELPED  
 SHAPE ME INTO  
 THE WOMAN  
 I AM TODAY.”

– FIRST alum donor

“**FIRST IS DEVELOPING FUTURE LEADERS WHO CHAMPION SAFETY, TEAMWORK, AND INNOVATION, MAKING THIS PARTNER A PERFECT CULTURAL FIT FOR US AT NOVELIS.**”

– Suzanne Lindsay-Walker, vice president of sustainability, Novelis

Joseph Noe Padilla  
Ken O'Brien  
Jennifer O'Callaghan  
Nick O'Donohue ♦  
Uzoma Offor  
Patrick O'Friel  
Kristen Lee Ohanyan  
Bruce O'Hurley  
Andrew O'Keefe  
Julie Okurowski  
Mary-Ann Oluwanifise  
Lori O'Neal  
Yvette Ong  
Ja-Yee Or  
Cary Orlandi  
Gareth & Charlotte Orsmond  
Robert Osborne  
Nathaniel Oster  
Matthew Overlan  
Temijopelo Owopetu  
Susanna Packauskas  
Steven Paffhausen  
Richard Palm  
James Palmisano  
Karen Pang  
Tammy Pankey  
Kelly Parent  
Mark Parrish & Tara Currie  
R. Pasman  
Tanay Patel  
Mahan Patil  
William Patterson  
Robin Patton  
In memory of David Cullen  
Gauri Pawar  
Roland Payne  
Nelson Paz  
Emily Pearce  
Kyle Pekar ♦  
Josh Pelkey  
Virginia Pell  
Luke Pelletier  
Ivelin Penchev  
T. Penderghest  
Patsy Pennell  
In honor of Gerry & Sue Wayman  
Robert Pereira  
Erica & Francisco Perez  
Rene Perez Jr.  
Russ Perkins  
Barbara Perlov  
Joseph Pernici  
Maxwell Peterson

Stephen Petrides ♦  
John Petrykanyn  
Kylie Phelps  
Keenya Phillip-Weekes  
Erin Piacitelli  
Aaron Pickering  
Adam Pierce  
Joey Pietrzak  
Jennifer Pila  
Wallace Pistori  
Kelli Plasket  
Hyden Polikoff  
Michele Polish  
Michael Pomianek  
Garrett Ponder  
Josh Popham ♦  
Cheryl Portesan  
Gregory Pratt  
Derek Prusener  
Ian Pudney  
Robert Pudvan  
Raghavendra Puninchittaya  
Craig Putnam ♦  
Lucile Pye  
Hank Quach  
Heidi Qualls  
Rodney Qualls  
Lindsey Queen  
Bob & Rosalind Radcliffe  
Christopher Rake  
Joanne G. Rake  
In honor of Chris & Ryan Rake  
Nemanja Rakiatieviat  
Murli Rao  
Jeffrey Rauen  
Jill Ray  
Chris Regan  
Va Reisner  
Natalie Revelle  
Jen Reyneri  
Mimir Reynisson  
Kyle Ribordy ♦  
Ariel Rideout  
Felix Riedel  
Paul Riedl Jr.  
Rebecca Riehl  
Hope Riska  
R.R. Rivera  
Adam Rizika  
Garth Roark  
Monique Robbins  
Curtis Robertson  
Mary Ellen Robinson

Austin Robison ♦  
Jonathan Rodin  
Richard Rodney ♦  
Jonathan Rodriguez  
In memory of Patrick Costello  
Christopher Rogers ♦  
Tracey Rol  
Lawrence Romanowski  
Jack Rooney  
Joseph Ross  
Cassandra Rothrauff  
Evan Royce ♦  
Igor Royzen  
In honor of FIRST Robotics Competition Team 9143  
Deena Rubin  
In memory of James Earl Hopkins  
Michael Rudder  
David Runneals ♦  
Douglas Runyon  
Robby Russell  
Mark Rutledge  
Kyler Sabin  
Robin Sacks  
Helen Sain  
Stefano Saliceti  
Kate Sample ♦  
David Sargent ♦  
Srilaakshmi Sastry  
Bhoomika Satasiya  
K.R. Scalera  
Kristine I. Scarpone  
Krijn Schaap  
Tom Schaul  
Mark & Juanita Schemel  
Megan Schickedanz  
Alison Schleede  
Jeremy Schnorbus  
Matthew Schoeck  
Nicole Schossow  
Jordan Schulman  
Carly Schweigert  
Daniel Scott  
Sammi Seaman  
Logan Segura ♦  
Raffaele Sepe  
In memory of Victor Jacobs  
John Seybold  
Gaurang Shah  
Rose Shao  
Michelle Sharkey  
Dana Shatts ♦  
Jacob Shedenhelm  
Kay Shen

Yueran Shen  
Jonathan Shepard  
Eric & Mary Sherk  
Quan Shi  
D.T. Shidler  
W. Shih  
Anatoly Shikolay  
In honor of Alex Zub  
Jenn Shinsky  
J.W. Shirk  
Jairaj Shirur  
Jordan Shlain  
Gilbert Shoaf  
Alan Shoesmith  
Gregory Shoup  
Ankit Kumar Shrivastava  
Jon Sidmore  
Jeffrey Siegel  
Greg & Connie Sigmund  
In memory of Richard Gural  
Kevin Simeon  
Kathy Simpkins  
Genevieve Simpson  
Safiq Sinha  
Roy Sivley  
Dong Size  
Sarah Slattery  
Sharon Sledge  
Andrea Smith  
Dale Smith  
Don & Janet Smith  
In memory of Nathan Dickinson  
Holly Smith  
In memory of Stephen Minnini  
Melissa Smith ♦  
Samuel Smith ♦  
Stephanie Smith  
In memory of Ursuline H. Smith  
In memory of Evelyn Kamen  
Tommie Smith  
Wendy Smith  
Andrea Sobel  
In memory of Jesse Laufer  
Miriam Somero  
Jason Soucy  
Michelle Southwick  
Eileen Span  
Jeffrey Spear & Jennifer Kernan  
Elizabeth Specht  
In honor of Steve Specht  
Andrew Spencer  
Shivram Sridhar  
Himanshu Srivastav  
A.G. Stafford



Kaleb Zimmerman  
Tyler Zingg  
In memory of Jacek Figwer  
Jamie Zinser  
Justin Zipkin  
Marc Ziss  
Renata Zúñiga



## SCHOLARSHIP PROVIDERS

Participants and alumni of *FIRST* programs gain access to education and career discovery opportunities, connections to exclusive scholarships and employers, and a place in the *FIRST* community for life. We partner with colleges, universities, technical schools, and other organizations that make available scholarship opportunities specifically for *FIRST* participants and alumni. Learn more at [firstinspires.org/alumni](https://firstinspires.org/alumni).

**Thank you to the following organizations for supporting *FIRST* alumni in continuing their educations:**

### Platinum Provider \$500,000+

Atlas Fellowship **NEW**  
Boston University  
Capitol Technology University  
Clarkson University  
DoD STEM **NEW**  
Florida Institute of Technology  
Illinois Institute of Technology  
Johnson & Wales University  
Kettering University  
Lawrence Technological University  
Massachusetts Institute of Technology (MIT)  
Milwaukee School of Engineering  
Olin College of Engineering  
Regis University  
Stevens Institute of Technology  
Syracuse University College of Engineering and Computer Science  
Tec Milenio  
Tecnológico de Monterrey  
Tulane University  
University of Rochester  
Webb Institute  
Western New England University  
Williamson College of the Trades  
Worcester Polytechnic Institute  
Yale University

### Gold Provider \$100,000 - \$499,999

Anderson University  
Aptiv  
Dr. Bart Kamen Memorial *FIRST* Scholarship Fund  
Embry-Riddle Aeronautical University - AZ  
George Washington University

Indiana Institute of Technology  
Indiana University Bloomington  
Instituto Tecnológico Autónomo de México (ITAM)  
McMaster University  
Merrimack College  
Michigan Tech University  
North Central College  
Northeastern University  
Quinnipiac University  
Rensselaer Polytechnic Institute  
Rochester Institute of Technology  
Rose-Hulman Institute of Technology  
Trine University  
United Negro College Fund (UNCF)  
Universal Technical Institute **NEW**  
Virginia Commonwealth University (VCU) School of Engineering  
Wentworth Institute of Technology

### Silver Provider \$40,000 - \$99,999

Amazon **NEW**  
American Society of Mechanical Engineers (ASME) Auxiliary  
Bay Atlantic University  
Case Western Reserve University  
College for Creative Studies  
Embry-Riddle Aeronautical University - FL  
Grand Valley State University  
Hanover College  
Harvey Mudd College  
Macquarie University  
McKendree University  
National Fluid Power Association (NFPA)  
New England College  
Nuts, Bolts and Thingamajigs Foundation  
Oklahoma State University College of Engineering, Architecture and Technology  
Pacific University  
Steve Sanghi\* Scholarship  
SUNY Polytechnic Institute  
University of Cincinnati - College of Engineering and Applied Science  
University of Hartford College of Engineering, Technology, and Architecture  
University of Missouri  
University of New Orleans  
University of Portland  
University of Southern California Viterbi School of Engineering

University of Texas Arlington  
University of Texas at Austin  
Woodbury University **NEW**  
Woodie Flowers Memorial Grant

### Bronze Provider \$20,000 - \$39,999

Adelphi University  
Bradley University  
Dunwoody College of Technology  
*FIRST* Robotics Canada  
Indiana University-Purdue University Indianapolis (IUPUI)  
Lake Superior State University  
Missouri University of Science and Technology  
Moorthy Family Inspiration **NEW**  
NextEra Energy/Florida Power and Light Company  
Nipissing University  
North Carolina Agricultural and Technical University  
Saginaw Valley State University  
Saint Martin's University  
The Ohio State University  
University of Advancing Technology  
University of Alaska - Anchorage  
University of Illinois at Urbana-Champaign - Grainger College of Engineering  
University of Maryland, A. James Clark School of Engineering  
University of Massachusetts Lowell Engineering  
University of Waterloo

### Brass Provider up to \$19,999

Bethany Lutheran College  
Boise State University  
Brown Bag Marketing **NEW**  
Brown Trial Firm **NEW**  
Campbell University  
Chappell, Smith & Arden Law Firm **NEW**  
Dematic  
Eagle Robotics  
Elbit Systems  
Ferris State University  
*FIRST* Alumni and Mentors Network at Michigan (FAMNM)  
*FIRST* Chesapeake  
George Fox University  
Georgia Institute of Technology  
goBILDA **NEW**  
Green Girls STEM Foundation  
Hi Fives Robotics **NEW**

Hofstra University  
Kansas State University College of Engineering  
Louisiana State University  
Maryville University  
Mercer University  
Minerva Schools at KGI  
Mohawk Valley Community College **NEW**  
MVP Accident Attorneys **NEW**  
Neal Davis Law **NEW**  
New York Institute of Technology  
Ontario Tech University  
Orange County Robotics Alliance **NEW**  
Oregon Institute of Technology  
Pennsylvania State University, College of Engineering  
The Rainbow STEM Alliance  
Robert Morris University  
Robotum Bilişim **NEW**  
SME Education Foundation  
Society of Women Engineers (SWE) - Houston  
South Dakota School of Mines & Technology  
Southwestern Michigan College  
Spring Arbor University  
St. Louis Community College  
The College of St. Scholastica  
TKS - The Knowledge Society  
Triangle Fraternity  
University of Connecticut  
University of Detroit Mercy  
University of Kansas  
University of Massachusetts Amherst/PTC  
University of Minnesota, Duluth  
Viterbo University  
Western Carolina University  
Western University

## DR. BART KAMEN MEMORIAL *FIRST* SCHOLARSHIP

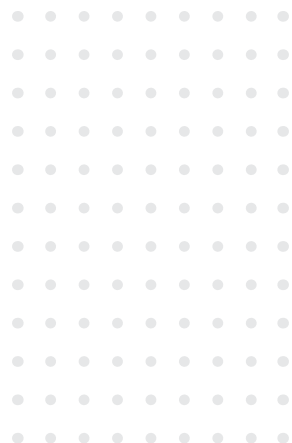
### Fund Contributors

Continued special thanks to the Argosy Foundation, the DEKA Foundation, and the Evelyn Kamen Trust.



## 2022-2023 FIRST ALLIANCES

Alpha Omega Epsilon (A.O.E.)  
American Society for Engineering  
Education (ASEE)  
ARMII | BioFabUSA  
Automation Federation/ISA  
Boys & Girls Clubs of America  
Computer Science Teachers  
Association (CSTA)  
Electronic Components Industry  
Association (ECIA) Foundation  
Girl Scouts of the USA  
MIT Alumni Association  
National 4-H Council  
National Center for Women &  
Information Technology (NCWIT)  
National Fluid Power  
Association (NFPA)  
National Parent Teacher  
Association (PTA)  
National Robotics Week  
National Society of Black  
Engineers (NSBE)  
Sigma Phi Delta, Engineering  
Fraternity  
SIM Foundation  
SME Foundation  
Society of Hispanic Professional  
Engineers (SHPE)  
Society of Women Engineers (SWE)  
Triangle Fraternity  
Yale Science and Engineering  
Association



## 2022-2023 SEASON FIRST LEGO LEAGUE SPONSORS

### Founding Partner



### Global Sponsors



The LEGO Foundation

### Challenge Division Sponsor



### Top Team Sponsors

(10 or more teams in 2022-2023)  
*Sponsors in this section are listed in  
descending order starting with the  
sponsor of the highest number of teams.*

### FIRST LEGO League Explore

DoD STEM  
John Deere  
Aptiv  
Arconic Foundation  
The Boeing Company  
Qualcomm Incorporated  
Rockwell Automation, Inc.  
TE Connectivity  
Dow  
Apple

### FIRST LEGO League Challenge

DoD STEM  
Tennessee Valley Robotics (TVR)  
Aptiv  
The Boeing Company

Caterpillar, Inc.  
John Deere  
Arconic Foundation  
Qualcomm Incorporated  
Rockwell Automation, Inc.  
Dow  
Apple  
TE Connectivity  
BAE Systems, Inc.  
The 3M Company  
Schneider Electric  
Bayer AG  
Google  
National Aeronautics and Space  
Administration (NASA)  
Bosch Community Fund  
Leidos, Inc.  
Bosch CSR

## 2022-2023 SEASON FIRST TECH CHALLENGE SPONSORS

### Season Presenting Sponsor



### Top Team Sponsors

(10 or more teams in 2022-2023)  
*Sponsors in this section are listed in  
descending order starting with the  
sponsor of the highest number of teams.*

DoD STEM  
John Deere  
The Boeing Company  
Arconic Foundation  
Lockheed Martin Corporation  
BAE Systems, Inc.  
NI  
Tennessee Valley Robotics (TVR)  
The 3M Company  
Bayer AG  
Dow  
Leidos, Inc.  
Aptiv  
Argosy Foundation  
TE Connectivity  
PTC, Inc.  
Motorola Solutions Foundation

Schneider Electric  
Qualcomm Incorporated  
Rockwell Automation, Inc.  
Apple  
Bosch Community Fund  
Caterpillar, Inc.  
RTX  
Bosch CSR  
Google  
National Aeronautics and Space  
Administration (NASA)

## 2022-2023 SEASON FIRST ROBOTICS COMPETITION SPONSORS

### Season Presenting Sponsor



### Top Team Sponsors

(20 or more teams in 2023)  
*Sponsors in this section are listed in  
descending order starting with the  
sponsor of the highest number of teams.*

National Aeronautics and Space  
Administration (NASA)  
The Boeing Company  
DoD STEM  
Lockheed Martin Corporation  
BAE Systems, Inc.  
The 3M Company  
Ford Motor Company  
Bayer AG  
Comcast NBCUniversal  
General Motors Company  
Qualcomm Incorporated  
Rockwell Automation, Inc.  
Medtronic, Inc.  
RTX  
TE Connectivity  
Bosch CSR  
Dow  
Apple  
Bosch Community Fund  
NI  
Motorola Solutions Foundation  
Google  
Argosy Foundation

Leidos, Inc.  
Caterpillar, Inc.  
Schneider Electric  
Bloomberg L.P.  
PTC, Inc.  
Arconic Foundation  
Bechtel Group Foundation

### Suppliers

#### Crown Suppliers

The 3M Company  
AndyMark  
Autodesk, Inc.  
Belden, Inc.  
FedEx Corporation  
Gates Corporation  
igus, Inc.  
NI  
PTC, Inc.  
REV Robotics  
Rockwell Automation, Inc.  
DS SolidWorks Corporation  
Vulcan Spring & Mfg. Co.

#### Diamond Suppliers

Digi-Key Electronics  
DriveWorks, Ltd.  
Fluke Corporation  
Novelis Inc.  
Worcester Polytechnic Institute

#### Gold Suppliers

Altium  
Automation Direct  
Festo  
MK Battery

#### Silver Suppliers

Anderson Power Products  
Armabot  
Clippard Instrument Laboratory  
Digital.ai  
Hack Club Bank  
Loctite  
Mastercam  
Mathworks, Inc.  
MaxBotix, Inc.  
Molex  
Parker Hannifin, Fluid Systems  
Connectors Division  
Plummer Industries  
RoboPromo  
Ruland Manufacturing  
Siemens

Snap Action, Inc.  
Stratasys  
Tableau Software  
TE Connectivity  
Thrifty Bot  
Underwriters Laboratories, Inc. (UL)

### Bronze Suppliers

American Button Machines  
CUI Devices  
DevCycle  
Epec Engineered Technologies  
JK Productions  
Johnson Electric  
Kauai Labs  
Next Gen Robotics, LLC  
OneIPM  
OptiFuse  
Protopasta, Filament by Protoplant Inc.  
SolidProfessor  
Southwest  
Triangle Manufacturing Company  
WestCoast Products  
Wolfram Research  
Xilinx

### Other Contributors

Electronic Components Industry  
Association (ECIA)  
GreenGate3D  
HPE Automation  
OnScale  
ScreenSteps  
Show Ready Events

FIRST thanks our supporters  
and has made every effort  
to ensure complete and  
accurate listings. If we've  
made an error, please accept  
our apology and let us know at  
[recognition@firstinspires.org](mailto:recognition@firstinspires.org).





PRESENTED BY **BAE SYSTEMS**

# THANK YOU TO OUR 2023 *FIRST* CHAMPIONSHIP SPONSORS

PRESENTING SPONSOR

**BAE SYSTEMS**

CO-SPONSORS



FRIENDS OF *FIRST*

ARMI BioFabUSA | Ball Corporation | Booz Allen Hamilton | Coca-Cola  
Houston First | Kettering University | PwC | TE Connectivity



# PROGRAM DELIVERY ORGANIZATIONS

Our Program Delivery Organizations charge up *FIRST* at the local level. Because of their tireless efforts to bring our hands-on programs to communities and classrooms around the world, young people from many corners of the globe are able to discover a love of learning, hone their creativity, find belonging, and power up to their full potential. The following key organizations in the field implement *FIRST* programs in their respective regions.

**ALBANIA**  
EDUAct ●

**ALGERIA**  
Robot Éducatif Algérie\* ●

**ANDORRA**  
Asociación Ingeniera Soy ●●

**ARGENTINA**  
Playbots S.A.\* ●

**AUSTRALIA**  
Macquarie University ●●●●

**AUSTRIA**  
HANDS on TECHNOLOGY  
e.V. ●●

**AZERBAIJAN**  
Bilim Kahramanlari  
Bulusuyor (BKD) ●

**BELGIUM**  
Voka ●●

**BOTSWANA**  
Tshwane University of  
Technology/*FIRST*  
South Africa ●

**BRAZIL**  
Positivo ●  
SESI ●●●

**CANADA**  
**ALBERTA**  
*FIRST* Robotics Society ●●●

**BRITISH COLUMBIA**  
*FIRST* Robotics  
British Columbia ●●●●

**NEW BRUNSWICK**  
Rothsay Netherwood  
School ●

**NEWFOUNDLAND AND  
LABRADOR**  
*FIRST* Robotics Newfoundland  
and Labrador ●●

**NOVA SCOTIA**  
Acadia University ●

**ONTARIO**  
*FIRST* Robotics Canada ●●●●

**QUÉBEC**  
Robotique *FIRST* Québec ●●●●

**CHILE**  
Fundación SparkTalents ●●

**CHINA**  
DaDa LeLe Company ●●

**CHINESE TAIPEI**  
Kids Kingdom, Inc. ●●●●

**COLOMBIA**  
Uniminuto ●●

**COSTA RICA**  
Fundación STEAM ●●

**CROATIA**  
Zavod Super Glavce ●

**CYPRUS**  
EDUAct ●●  
Epiteugma Training Center ●

**CZECH REPUBLIC**  
Sdružení pracovníků  
DDM v CR ●

**DENMARK**  
Coding Pirates Denmark ●●

**DOMINICAN  
REPUBLIC**  
Fundación para el Desarrollo  
de las Ciencias y la  
Tecnología ●●

**ECUADOR**  
Centro Campus\* ●●

**EGYPT**  
Techno Future Egypt ●●●

**ESTONIA**  
MTÜ Robotika ●●

**ESWATINI**  
Tshwane University of  
Technology/*FIRST*  
South Africa ●●

**FAROE ISLANDS**  
*FIRST* Scandinavia ●●

**FINLAND**  
Robotiikka ●

**FRANCE**  
Educabot ●  
West Side Robot Lab ●

**GERMANY**  
HANDS on TECHNOLOGY  
e.V. ●●

**GHANA**  
CODERINA ●●●

**GREECE**  
EDUAct ●●

**GUATEMALA**  
Computation  
Avanzada S.A.\* ●●

**HONDURAS**  
Fundación STEM Honduras\* ●

**HONG KONG, CHINA**  
Trumpetech ●

**HUNGARY**  
HelloWorld ●●

**ICELAND**  
*FIRST* LEGO League á Íslandi ●

**INDIA**  
InfinityX ●  
**INDIA – SOUTH**  
Edutech India Private Ltd. ●●

**IRELAND**  
*FIRST* Tech Challenge UK ●  
The Institution of Engineering  
and Technology  
(The IET) ●●

**ISRAEL**  
*FIRST* Israel & Technion ●●●●

**ITALY**  
Fondazione Museo Civico  
di Rovereto ●●

**JAMAICA**  
Jamaica College Foundation ●

**JAPAN**  
*FIRST* Japan ●●

**JORDAN**  
Jubilee Center for Excellence  
in Education ●●

**KAZAKHSTAN**  
USTEM Robotics  
Kazakhstan/Central Asia  
Robotics Development  
Foundation ●●●

**KENYA**  
CODERINA ●●

**LATVIA**  
MTÜ Robotika ●●

**LEBANON**  
Education and Technology  
Center ●●

**LESOTHO**  
Tshwane University of  
Technology/*FIRST*  
South Africa ●●

**LIBYA**  
Lybotics ●

**LITHUANIA**  
Robotiada Association ●●

## MALAYSIA

Sasbadi Sdn Bhd ●●

## MÉXICO

Explora, Descubre y  
Crea, A.C. ●●

Fundación RobotiX ●●

## MOLDOVA

MTÜ Robotika ●●

## MONTENEGRO

Young Inventors of  
Montenegro ●

Zavod Super Glavce ●

## MOROCCO

Play Academy ●●

## NETHERLANDS

STEAMUp ●

Stichting Platform Bèta  
en Techniek ●●

## NEW ZEALAND

FIRST New Zealand Trust ●●

## NIGERIA

CODERINA ●●●

## NORWAY

FIRST Scandinavia ●●

## OMAN

ATLAB ●

## PAKISTAN

STARFALL Foundation ●●

## PARAGUAY

Espacios de Ser S.A.\* ●

## PHILIPPINES

FELTA Multi-Media, Inc. ●●

## POLAND

ALE Nauczanie Foundation ●●

## QATAR

ATLAB ●●

Texas A&M University Qatar ●

## REPUBLIC OF KOREA

FEST (Federation for Education  
of Creative Science  
and Technology) ●

SangSang ●●

## REPUBLIC OF NORTHERN MACEDONIA

EDUAct ●●

## ROMANIA

CRESTEM ●●

Natie Prin Educatie  
Association ●

## SAUDI ARABIA

Thaka Holding Co. ●●●

## SERBIA

Zavod Super Glavce ●●

## SINGAPORE

Duck Learning ●●

## SLOVAKIA

FIRST LEGO League  
Slovensko, o.z. ●

## SLOVENIA

Zavod Super Glavce ●●

## SOUTH AFRICA

Tshwane University of  
Technology/FIRST  
South Africa ●●●

## SPAIN

Asociación Ingeniera Soy ●●

## SWEDEN

FIRST Scandinavia ●●

## SWITZERLAND

HANDS on TECHNOLOGY  
e.V. ●●

## THAILAND

GAMMACO ●●

The Prince Royal's College ●

## TRINIDAD AND TOBAGO

NIHERST ●

## TUNISIA

Edurobot Tunisia ●●

## TÜRKIYE

Bilim Kahramanlari  
Bulusuyor (BKD) ●●

Fikret Yüksel Foundation ●

## UKRAINE

Innovative Education  
Solutions ●●

## UNITED ARAB EMIRATES

ATLAB ●●

ATLAB and AUS ●

## UNITED KINGDOM

FIRST Tech Challenge UK ●

The Institution of Engineering  
and Technology (The IET) ●●

## UNITED STATES

### ADVENTIST ROBOTICS LEAGUE

Adventist Robotics  
League ●●●

### DODEA – EUROPE

DoDEA – Europe ●

### ALABAMA

FIRST in Alabama ●●●●

### ALASKA

FIRST Washington ●

Juneau Economic  
Development Council ●●●

### ARIZONA

Arizona State University ●●

Coconuts Robotics ●

FIRST Arizona ●

### ARKANSAS

Science and Technology  
Group Inc. ●●●

### CALIFORNIA – CENTRAL

Clovis Unified School  
District ●●

### CALIFORNIA – LOS ANGELES

Careers Next ●

### CALIFORNIA – NORTHERN

Playing at Learning ●●●

### CALIFORNIA – SAN DIEGO

Robotics Inspiring Science  
and Engineering Inc. ●

### CALIFORNIA – SOUTHERN

California FIRST ●●

### COLORADO

Colorado FIRST ●●●●

### CONNECTICUT

NE FIRST ●●●●

### DELAWARE

Delaware State University ●●

FIRST Mid-Atlantic ●

First State Robotics ●

### DISTRICT OF COLUMBIA

FIRST Chesapeake ●●

James Madison University ●●

### FLORIDA

Tampa Bay Robotics ●

### FLORIDA – CENTRAL

Renaissance Jax, Inc. ●●

### FLORIDA – NORTHEAST

Renaissance Jax, Inc. ●●

### FLORIDA – NORTHWEST

DEFENSEWERX Inc. ●●

### FLORIDA – SOUTH

Cox Science Center and  
Aquarium ●●

### FLORIDA – WEST COAST

State College of Florida ●●

### GEORGIA

Georgia Institute of  
Technology ●

GeorgiaFIRST ●●●

### GUAM

SIFA ●●

### HAWAII

Hawaii FIRST Robotics ●●●●

### IDAHO

Idaho Regional  
Robotics, Inc. ●●●

### ILLINOIS

FIRST Illinois Robotics ●●●●

### INDIANA

Indiana FIRST Robotics ●●●●

### IOWA

Iowa State University ●●

University of Iowa ●

### KANSAS

FIRST in Missouri ●

### KANSAS – CENTRAL

Oklahoma Science and  
Engineering Foundation  
(OKSEF) ●●

### KANSAS – KANSAS CITY REGION

KC STEM Alliance ●●●

### KANSAS – SOUTHWEST

Mid-America Air Museum/  
City of Liberal ●●

### KENTUCKY

FTC in Kentucky, Inc. ●

Northern Kentucky University ●●

### LOUISIANA

FIRST Louisiana-Mississippi ●●●

### MAINE

NE FIRST ●

Robotics Institute of Maine ●

### MARYLAND

FIRST Chesapeake ●●

University of Maryland  
Baltimore County ●

### MASSACHUSETTS

Boston Tech Initiative Corp. ●

NE FIRST ●●

WPI Robotics Resource Center ●

### MICHIGAN

FIRST in Michigan ●●●●

### MINNESOTA

High Tech Kids ●●●

### MISSISSIPPI

Center for Mathematics and  
Science Education/The  
University of Mississippi ●

Robotics Alliance of  
Mississippi ●●

### MISSOURI

FIRST in Missouri ●●

### MISSOURI – CENTRAL

FIRST in Missouri ●●

### MISSOURI – EAST

FIRST in Missouri ●●

### MISSOURI – KANSAS CITY REGION

KC STEM Alliance ●●●

### MONTANA

College of Engineering,  
Montana State University ●

Montana Robotics Alliance ●

### NEBRASKA

University of Nebraska – Lincoln  
4-H Youth Development ●●



**NEVADA**  
FIRST Nevada ●●●●●

**NEW HAMPSHIRE**  
FIRST New Hampshire Robotics ●●●●●  
NE FIRST ●

**NEW JERSEY**  
FIRST Mid-Atlantic ●  
FIRST Tech Challenge New Jersey ●

**NEW JERSEY – NORTH**  
FIRST Mid-Atlantic ●●

**NEW JERSEY – SOUTH**  
Rowan University ●●

**NEW MEXICO**  
FIRST in Texas ●  
Land of Enchantment Robotics ●●●●●

**NEW YORK – EXCELSIOR**  
Mohawk Valley Community College ●

**NEW YORK – FINGER LAKES**  
Nichols School ●●

**NEW YORK – LONG ISLAND**  
School-Business Partnership of Long Island, Inc. ●●●●●

**NEW YORK – MID-HUDSON VALLEY**  
Hudson Valley FIRST LEGO League ●●●

**NEW YORK – NEW YORK CITY**  
NYC FIRST ●●●●●

**NEW YORK – POTSDAM**  
Clarkson University ●

**NORTH CAROLINA**  
FIRST North Carolina ●●  
North Carolina A&T State University ●●

**NORTH DAKOTA**  
Bismarck Career Academy ●  
University of North Dakota, School of Engineering & Mines ●●

**OHIO**  
WPAFB Educational Outreach ●●●●●

**OKLAHOMA**  
Oklahoma Science and Engineering Foundation (OKSEF) ●●●●●

**OREGON**  
FIRST Washington ●  
Oregon Robotics Tournament & Outreach Program ●●●

**PENNSYLVANIA**  
Pennsylvania FIRST ●

**EASTERN PENNSYLVANIA**  
FIRST Mid-Atlantic ●

**PENNSYLVANIA – CENTRAL**  
Appalachia Intermediate Unit 8 ●●

**PENNSYLVANIA – EAST**  
FIRST Mid-Atlantic ●●

**PENNSYLVANIA – NORTHWEST**  
Penn State Erie, The Behrend College ●

**PENNSYLVANIA – SOUTHWEST**  
BrainSTEM Learning ●●

**PUERTO RICO**  
Eureka Enrichment Services, Inc. ●●

**RHODE ISLAND**  
NE FIRST ●  
New England Institute of Technology ●  
Rhode Island School of the Future ●●

**SOUTH CAROLINA**  
FIRST South Carolina ●●●●●

**SOUTH DAKOTA**  
EmBe ●●

**TENNESSEE**  
Tennessee FIRST ●

**TENNESSEE – CHATTANOOGA (NORTH GEORGIA)**  
Tennessee Valley Robotics (TVR) ●●

**TENNESSEE – EAST**  
Tennessee Tech University ●●

**TENNESSEE – WEST**  
The Children's Museum of Memphis ●

**TEXAS**  
FIRST in Texas ●

**TEXAS – CENTRAL**  
FIRST in Texas ●●●

**TEXAS – EAST**  
FIRST in Texas ●●●  
San Jacinto College ●

**TEXAS – NORTH**  
FIRST in Texas ●●●

**TEXAS – PANHANDLE**  
FIRST in Texas ●●●

**TEXAS – SOUTH**  
FIRST in Texas ●●●

**TEXAS – WEST**  
FIRST in Texas ●  
The University of Texas at El Paso – College of Engineering ●●

**UTAH**  
Southern Utah University ●  
Weber State University, College of Applied Science and Technology ●●

**VERMONT**  
NE FIRST ●  
Norwich University ●●  
University of Vermont ●

**VIRGINIA**  
FIRST Chesapeake ●●  
James Madison University ●●

**WASHINGTON**  
FIRST Washington ●●●●●

**WEST VIRGINIA**  
Fairmont State University ●●●

**WISCONSIN**  
BadgerBOTS Robotics Corporation ●●

Milwaukee School of Engineering ●  
FIRST Wisconsin ●●

**WYOMING**  
Natrona County School District ●●●

**URUGUAY**  
Plan Ceibal ●●

**VIETNAM**  
Viet Tinh Anh JSC ●●

**ZIMBABWE**  
Tshwane University of Technology/FIRST South Africa ●●



## 2023 FIRST VOLUNTEERS OF THE YEAR

Every season, *FIRST* volunteers around the world go above and beyond to energize the *FIRST* community. Through their dedication, passion, and demonstration of the *FIRST* Core Values, they continuously serve as inspiring role models for *FIRST* students. At the culmination of every *FIRST* season, the Volunteer of the Year award is given to those who have made an extraordinary contribution to a *FIRST* program.

This year, the Volunteer of the Year Award was presented to

- 🌱 Nicole Coulombe – FIRST LEGO League Explore
- 🌱 Nathan Coulombe – FIRST LEGO League Explore
- 🔥 Teresa Lanum – FIRST LEGO League Challenge
- 🔥 Chris Johannesen – FIRST Tech Challenge
- 🔧 Ali Marinari – FIRST Robotics Competition

“As a *FIRST* [alum] myself, being able to volunteer allows me to give back to the program that had a meaningful impact on me when I was a student,” said award recipient Ali Marinari. “I’m able to not only give back to the organization but have also made lifelong friends who know that we’re all in this together.”

Because of the positive impact of volunteers like these honorees, *FIRST* is able to continue to provide life-changing STEM opportunities that empower students to explore new paths and discover their potential and confidence.

# 2023 WOODIE FLOWERS AWARD RECIPIENT



“**WE ARE SMARTER THAN *ME* ANY DAY OF THE WEEK, AND WE ARE REALIZING OUR POTENTIAL TO CHANGE THE WORLD.”**

— Mark Buckner, 2023 Woodie Flowers Award recipient and mentor for FIRST Robotics Competition Team 4265 “Secret City Wildbots”

Each year, the Woodie Flowers Award, named after the late Dr. Woodie Flowers, is awarded to an outstanding FIRST Robotics Competition mentor who leads, inspires, and empowers students through effective communication in STEM. **The 2023 Woodie Flowers Award was awarded to Mark Buckner of Oak Ridge, Tennessee**, a mentor for FIRST Robotics Competition Team 4265 “Secret City Wildbots.”

Mark (pictured front row, 4th from left) was presented the award at the 2023 FIRST Championship by past recipient Christine Sapio (pictured front row, 2nd from left), who said Mark empowers his students to teach concepts to each other and grow their capabilities exponentially. “This mentor’s students have been inspired to passionately pursue perfection and catch excellence.”





# FINANCIALS

*FIRST* reported an operating surplus in FY2023 following a modest surplus in FY2022 and two years of operating deficit in FY2021 and FY2020. The surplus in FY2023 is largely related to the organization's eligibility for the one-time Employee Retention Tax Credit (ERTC), which *FIRST* applied for near the end of FY2023 and accounts for 76 percent of our reported surplus.

In FY2023, *FIRST* served 25 percent more youth participants over FY2022. In keeping with long-time practices, *FIRST* continues to apply the maximum percentage of funds possible to directly benefit *FIRST* participants. Delivering quality programs to as many young people as possible continues to be our priority, but economic pressures and inflation have caused increasing challenges. *FIRST* continues to look for opportunities to manage our expenses through disciplined cost control and sourcing efforts. *FIRST* also seeks additional sources of revenue through team growth and other opportunities such as ERTC. These efforts combine with the generous donations of our sponsors to provide funding for all *FIRST* programs. Despite the economic pressures, *FIRST* was fortunate to continue to prioritize investment in important initiatives, such as our Youth Protection Program, Information Technology, Program Evaluations, Diversity & Inclusion Program, and Education Initiative. *FIRST* will leverage the receipts from the ERTC to enable the initial phase of significant Digital Transformation work within FY2024.

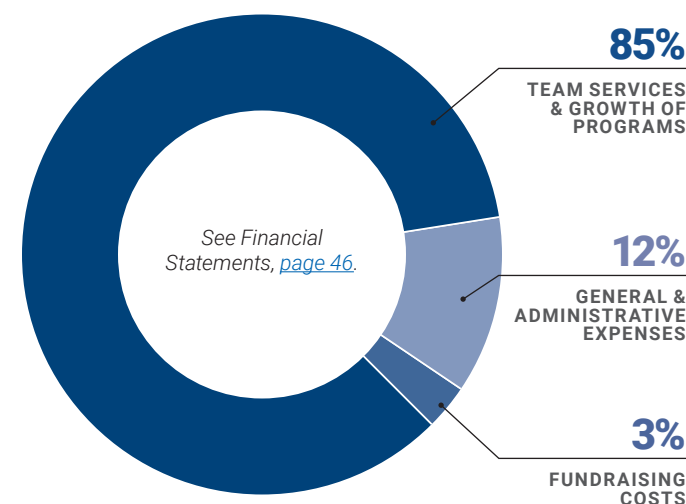
As with previous fiscal years, support from generous contributors remained strong, as many individuals, small businesses, corporations – including over 200 of the *Fortune* 500 companies – and foundations maintained or increased their support. In addition, many of our contributors also provided significant support in the way of unrestricted donations, providing *FIRST* with important flexibility to manage economic stresses and address our most important business needs. This contributed support continued to provide meaningful experiences to hundreds of thousands of youth participants engaged worldwide in *FIRST* programs.



## Charity Navigator Four-Star Rating

*FIRST* has a top-ranked four-star rating from [Charity Navigator](https://www.charitynavigator.org/ein/222990908) for consistently executing its mission in a fiscally responsible way.

SOURCE: <https://www.charitynavigator.org/ein/222990908>



| STATEMENTS OF ACTIVITIES                         | JUNE 30, 2023        |         | JUNE 30, 2022        |         |
|--|----------------------|---------|----------------------|---------|
| REVENUES AND OTHER SUPPORT:                      |                      |         |                      |         |
| Program registration fees                        | 31,432,688           | 36.54%  | 17,420,896           | 23.12%  |
| Contributions and Grants                         | 11,235,979           | 13.06%  | 12,668,485           | 16.81%  |
| Other income, net of expenses                    | 2,580,660            | 3.00%   | 711,726              | 0.94%   |
| Special event income, net of expenses            | -                    | 0.00%   | -                    | 0.00%   |
| Employee retention tax credit                    | 3,796,478            | 4.41%   | -                    | 0.00%   |
| Net assets released from restrictions            | 36,974,858           | 42.98%  | 44,555,695           | 59.13%  |
| <b>Total revenues (losses) and other support</b> | <b>\$ 86,020,663</b> | 100.00% | <b>\$ 75,356,802</b> | 100.00% |

|   |                      |                |                      |                |
|---|----------------------|----------------|----------------------|----------------|
| EXPENSES:   |                      |                |                      |                |
| FIRST Program Expenses  | 69,096,448           | 85.26%         | 63,676,395           | 84.95%         |
| Net cost of building space occupied by unrelated not-for-profit organizations | 321,525              | 0.40%          | 387,932              | 0.52%          |
| General, administrative, and supporting services                              | 9,226,630            | 11.38%         | 8,927,776            | 11.91%         |
| Fundraising and Development   | 2,398,960            | 2.96%          | 1,961,338            | 2.62%          |
| <b>Total expenses</b>   | <b>\$ 81,043,563</b> | <b>100.00%</b> | <b>\$ 74,953,441</b> | <b>100.00%</b> |
| <i>Operating surplus (deficit)</i>  | <i>4,977,100</i>     |                | <i>403,361</i>       |                |

| STATEMENTS OF FINANCIAL POSITION                                 | JUNE 30, 2023        |         | JUNE 30, 2022        |         |
|--|----------------------|---------|----------------------|---------|
| ASSETS:  |                      |         |                      |         |
| Cash and cash equivalents*                                       | 27,364,744           | 36.84%  | 32,474,351           | 50.53%  |
| Short-term investments*  | 20,308,745           | 27.34%  | 14,950,000           | 23.26%  |
| Pledges, receivables, program supply inventory, and other assets | 22,649,527           | 30.49%  | 12,548,523           | 19.52%  |
| Net property, plant, and equipment                               | 3,956,671            | 5.33%   | 4,297,070            | 6.69%   |
| <b>Total assets, end of year</b>                                 | <b>\$ 74,279,687</b> | 100.00% | <b>\$ 64,269,944</b> | 100.00% |

|  |                      |                |                      |                |
|--|----------------------|----------------|----------------------|----------------|
| LIABILITIES AND NET ASSETS:                          |                      |                |                      |                |
| <b>Total liabilities, end of year</b>                | <b>\$ 8,273,348</b>  |                | <b>\$ 5,369,371</b>  |                |
| Net assets:  |                      |                |                      |                |
| Without donor restrictions                           | 33,420,564           | 50.63%         | 28,443,464           | 48.29%         |
| With donor restrictions – temporary in nature        | 32,585,775           | 49.37%         | 30,457,109           | 51.71%         |
| <b>Total net assets, end of year</b>                 | <b>\$ 66,006,339</b> | <b>100.00%</b> | <b>\$ 58,900,573</b> | <b>100.00%</b> |
| <b>Total liabilities and net assets, end of year</b> | <b>\$ 74,279,687</b> |                | <b>\$ 64,269,944</b> |                |

For each of the two fiscal years summarized above, FIRST received unmodified (unqualified) opinions from its independent auditor, BerryDunn.

**\*NOTE:** The cash and short-term investments are comprised of both unrestricted funds and donor temporarily restricted funds. The total liquid assets balance available to FIRST, for operating purposes, at June 30, 2023, is equivalent to approximately four months of FIRST operating expenses.

The financial information presented here is condensed and does not include the value of all donated services and materials. Audited Financial Statements (AFS) are readily available on our website at [firstinspires.org](https://firstinspires.org) under "About/Annual Report & Financials."

# LEADERSHIP

## BOARD OF DIRECTORS

**R. Kelly Ortberg** CHAIRMAN  
Former Chairman & CEO, Rockwell Collins and  
CEO, Collins Aerospace

**Donald Bossi** VICE CHAIR  
General Partner, Technology Venture Partners

**Richard L. Clemmer** VICE CHAIR  
Former Chief Executive Officer & President, NXP Semiconductors

**Dr. Laurie Leshin** VICE CHAIR  
Director, NASA's Jet Propulsion Laboratory

**Dr. Vincent Wilczynski** TREASURER  
Deputy Dean, Yale School of Engineering & Applied Science and  
James S. Tyler Director of the Center for Engineering Innovation  
& Design

**Chris Moore** SECRETARY  
Chief Executive Officer, FIRST

**Dean Kamen** FOUNDER  
President, DEKA Research & Development Corporation

**Ursula Burns**  
Chairwoman, Teneo Ltd.

**Leanne G. Caret**  
Senior Advisor

**Dr. Robin N. Cogger**  
Provost & Senior Vice Chancellor for Academic Affairs,  
East Carolina University

**Karen Horting**  
Executive Director & CEO, Society of Women Engineers

**Dr. Paul Jacobs**  
Chief Executive Officer, Globalstar

**Scott McKay**  
Former Executive Vice President & Chief Strategy Officer,  
Genworth Financial

**Blake Moret**  
Chairman & CEO, Rockwell Automation

**Martine Rothblatt**  
Chairperson, CEO & Founder, United Therapeutics

**David Siegel**  
Co-Founder & Co-Chairman, Two Sigma and  
Chairman, Siegel Family Endowment

**Dr. Melissa Smith**  
Staff UX Research Lead, Google Workspace



## LEADERSHIP CONTINUED

### Raj Subramaniam

President, Chief Executive Officer & Director, FedEx Corporation

### Robert M. Tuttle

General Partner, 1848 Associates

### "Grace" Jinliu Wang, Ph.D.

President, Worcester Polytechnic Institute (WPI)

### General Janet Wolfenbarger

United States Air Force, Retired

## HONORARY DIRECTORS

### John E. Abele

Founding Chairman, Retired, Boston Scientific Corporation

### J.T. Battenberg III

Chairman & Chief Executive Officer, Retired, Delphi Corporation

### L. John Doerr III

Chairman, Kleiner Perkins Caufield & Byers

### Walt Havenstein

Chief Executive Officer, Retired, Science Applications International Corporation (SAIC)

### Gary L. Tooker

Chairman of the Board, Retired, Motorola, Inc.

### James R. Utaski

FIRST CHAIRMAN: 2000-2002  
Corporate Mergers & Acquisitions Officer, Retired,  
Johnson & Johnson

## SENIOR ADVISORS

### Dr. Shirley Ann Jackson

President, Rensselaer Polytechnic Institute

### Kjeld Kirk Kristiansen

Deputy Chairman of the Board, LEGO Foundation & KIRKBI A/S

### Steve Sanghi

Executive Chair, Microchip Technology, Inc.

### The Honorable Jeanne Shaheen

United States Senator, New Hampshire

### Josh S. Weston

Honorary Chairman, Automatic Data Processing, Inc.

## EXECUTIVE ADVISORY BOARD

### Dr. Woodie Flowers

(1943-2019)  
EAB Chair Emeritus & Distinguished Advisor

### Kevin Ross

CO-CHAIR  
Founder, FIRST Washington

### Heidi Sipe

CO-CHAIR  
Superintendent, Umatilla Public Schools

### Charlie Ackerman

Senior Vice President, Human Resources North America,  
Robert Bosch LLC

### Ray Almgren

Chief Operating Officer, Swift Sensors, Inc.

### Gail Alpert

President, FIRST in Michigan

### Susie Armstrong

Senior Vice President of Engineering, Qualcomm

### Mark Breadner

Co-Founder & Former President, FIRST Canada

### Cosema (Connie) Crawford, P.E.

Director of P3 Rail, Itinera Infrastructures and Concessions

### Greg Hale

Vice President & Chief Safety Officer, Walt Disney Parks  
and Resorts

### Jahmy J. Hindman

Chief Technology Officer, Deere & Company

### Kent H. Hughes

Public Policy Scholar, Woodrow Wilson International  
Center for Scholars

### David Lavery

Program Executive for Solar System Exploration, NASA

### John McEleney

Corporate Vice President of Strategy, PTC

### Ceci Neumann

Independent Law Practice Professional

### Cate Prescott

Global Vice President of Human Resources, NI

### Nancy Quan

Senior Vice President, Chief Technical Officer,  
The Coca-Cola Company

## FIRST LEADERSHIP TEAM

### Chris Moore

Chief Executive Officer

### Chris Rake

Executive Vice President & Chief Operating Officer

### Brooke Blew

Vice President, Marketing & Communications

### Dr. Janell N. Catlin

Vice President, Equity, Diversity, and Inclusion

### Pete Diaz

Chief Information Officer

### Ron Falcone

Chief Sourcing Officer

### Mark Giordono

Vice President, Development & Alumni Relations

### Amy Lynn Hunt

Chief People Officer

### Danielle Pliska

Vice President, Finance

### Michael Shea

Vice President, Program Delivery

Learn more about FIRST Leadership  
at [www.firstinspires.org/about/leadership](http://www.firstinspires.org/about/leadership)

Listing current as of December 2023

# ***FIRST***<sup>®</sup> is a global robotics community preparing young people for the future.

## **⚡ PURPOSE**

*FIRST* exists to prepare the young people of today for the world of tomorrow.

## **⚡ VISION**

To transform our culture by creating a world where science and technology are celebrated and where young people dream of becoming science and technology leaders.

## **⚡ MISSION**

To provide life-changing robotics programs that give young people the skills, confidence, and resilience to build a better world.

## **⚡ CORE VALUES**

### **Discovery**

We explore new skills and ideas.

### **Innovation**

We use creativity and persistence to solve problems.

### **Impact**

We apply what we learn to improve our world.

### **Inclusion**

We respect each other and embrace our differences.

### **Teamwork**

We are stronger when we work together.

### **Fun**

We enjoy and celebrate what we do!



Founded by inventor Dean Kamen in 1989, *FIRST* is a 501(c)(3) nonprofit, headquartered in Manchester, New Hampshire.  
200 Bedford Street, Manchester, NH 03101 | 800.871.8326 | [www.firstinspires.org](http://www.firstinspires.org)

*FIRST*<sup>®</sup> the *FIRST*<sup>®</sup> logo, *FIRST*<sup>®</sup> Robotics Competition, *FIRST*<sup>®</sup> Tech Challenge, *Coopertition*<sup>®</sup>, *Gracious Professionalism*<sup>®</sup>, *More Than Robots*<sup>®</sup>, CHARGED UP<sup>™</sup>, POWERPLAY<sup>™</sup>, and *FIRST*<sup>®</sup> ENERGIZE<sup>™</sup> are trademarks of For Inspiration and Recognition of Science and Technology (*FIRST*). LEGO<sup>®</sup>, DUPLO<sup>®</sup>, and the SPIKE logo are trademarks of the LEGO Group. *FIRST*<sup>®</sup> LEGO<sup>®</sup> League and SUPERPOWERED<sup>™</sup> are jointly held trademarks of *FIRST* and the LEGO Group. All other trademarks are the property of their respective owners.  
©2023 *FIRST*. FI118