Energizing the Future
<table>
<thead>
<tr>
<th>TABLE OF CONTENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
</tr>
<tr>
<td>Leadership Letter</td>
</tr>
<tr>
<td>FIRST® Longitudinal Impact</td>
</tr>
<tr>
<td>FIRST Programs</td>
</tr>
<tr>
<td>“More Than” a Campaign</td>
</tr>
<tr>
<td>FIRST Teams and Alumni Energize Their Communities</td>
</tr>
<tr>
<td>2022-2023 Season Highlights</td>
</tr>
<tr>
<td>FIRST® LEGO® League</td>
</tr>
<tr>
<td>FIRST® Tech Challenge</td>
</tr>
<tr>
<td>FIRST® Robotics Competition</td>
</tr>
<tr>
<td>FIRST Championship Energizes Record-Breaking Crowds</td>
</tr>
<tr>
<td>Sponsors and Contributors</td>
</tr>
<tr>
<td>Remembering Long-time FIRST Supporters</td>
</tr>
<tr>
<td>Thank You to our FIRST Championship Sponsors</td>
</tr>
<tr>
<td>Program Delivery Organizations</td>
</tr>
<tr>
<td>FIRST® Volunteers of the Year</td>
</tr>
<tr>
<td>Woodie Flowers Award Recipient</td>
</tr>
<tr>
<td>Financials</td>
</tr>
<tr>
<td>Leadership</td>
</tr>
</tbody>
</table>
This season, our youth robotics participants embraced problem-solving and innovation in energy-themed challenges during FIRST® ENERGIZE™ 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 Coopetition®, 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.*
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™ 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
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

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.

- STEM Knowledge: 1.9x
- STEM Identity: 1.9x
- STEM Careers: 1.4x
- STEM Activity: 1.5x
- STEM Interest: 2.2x

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.

- STEM Knowledge: 2.2x
- STEM Identity: 2.0x
- STEM Careers: 1.2x
- STEM Activity: 1.8x
- STEM Interest: 2.4x
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.

<table>
<thead>
<tr>
<th>DECLARE A MAJOR IN STEM</th>
<th>DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST ALUMNI</strong></td>
<td><strong>FIRST ALUMNI</strong></td>
</tr>
<tr>
<td>81%</td>
<td>59%</td>
</tr>
<tr>
<td><strong>COMPARISON GROUP</strong></td>
<td><strong>COMPARISON GROUP</strong></td>
</tr>
<tr>
<td>64%</td>
<td>24%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES</th>
<th>MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>ENGINEERING</strong></td>
</tr>
<tr>
<td>2.1x</td>
<td>2.1x</td>
</tr>
<tr>
<td><strong>COMPUTER SCIENCE</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>2.7x</td>
<td>2.0x</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>DECLARE A MAJOR IN STEM</th>
<th>DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST FEMALE ALUMNI</strong></td>
<td><strong>FIRST FEMALE ALUMNI</strong></td>
</tr>
<tr>
<td>70%</td>
<td>48%</td>
</tr>
<tr>
<td><strong>COMPARISON GROUP</strong></td>
<td><strong>COMPARISON GROUP</strong></td>
</tr>
<tr>
<td>46%</td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES</th>
<th>MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>ENGINEERING</strong></td>
</tr>
<tr>
<td>3.5x</td>
<td>3.3x</td>
</tr>
<tr>
<td><strong>COMPUTER SCIENCE</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>2.5x</td>
<td>2.0x</td>
</tr>
</tbody>
</table>

"(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

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.
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.

<table>
<thead>
<tr>
<th>FIRST LEGO LEAGUE DISCOVER</th>
<th>AGES 4-6</th>
<th>GRADES PreK-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIRST LEGO LEAGUE EXPLORE</td>
<td>AGES 6-10</td>
<td>GRADES 2-4</td>
</tr>
<tr>
<td>FIRST LEGO LEAGUE CHALLENGE</td>
<td>AGES 9-16</td>
<td>GRADES 4-8</td>
</tr>
</tbody>
</table>

**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**
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**
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.

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.

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.

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.
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 what they seem." 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.”

Energizing the Future ➔ 11
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 Fazl 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 ...
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.
- **Teamwork** We are stronger when we work together.
- **Fun** We enjoy and celebrate what we do!
- **Inclusion** We respect each other and embrace our differences.
FIRST LEGO League Teams Innovate with Sustainable Energy

FIRST LEGO League Teams 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™ 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.
Our **2022-2023 season theme, FIRST® ENERGIZE™ 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

<table>
<thead>
<tr>
<th>Metric</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students impacted</td>
<td>668,000+</td>
</tr>
<tr>
<td>Official FIRST events</td>
<td>3,700+</td>
</tr>
<tr>
<td>Countries with FIRST presence</td>
<td>106</td>
</tr>
<tr>
<td>Volunteer, mentor, and educator roles</td>
<td>316,000+</td>
</tr>
<tr>
<td>Volunteer, mentor, and educator hours</td>
<td>28 million+</td>
</tr>
</tbody>
</table>
• 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.

• 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.

• 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™ 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.

**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™ 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.

**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.

**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

---

Energizing the Future
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.

~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

Thank you to our 2023 FIRST Championship sponsors who appear on page 40 of this report.

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

"Energizing the Future"
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
Françcois J. Castaing (1945-2023)

Françcois 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.”
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 Argusy Foundation
The Boeing Company
   The Boeing Company Matching Gifts
BooSTEM
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
Berkel 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
   Novell, Inc.
   Novell, Inc. Matching Gifts
   Roblox
   TE Connectivity
   TE Connectivity Matching Gifts
   Up to $249,999
   AAI, Inc.
   ABB Foundation
   Abbott Fund
   Abbott Laboratories
   Abbott Laboratories Matching Gifts
   AbbVie, Inc.
   AbbVie, Inc. Matching Gifts
   Abcam
   Action Group Staffing
   Asc Ion
   Akamai Manufacturing
   Advanced Micro Devices, Inc. (AMD)
   Advanced Micro Devices, Inc. (AMD) Matching Gifts
   AECOM
   AECOM Matching Gifts
   Aerjet Rocketdyne
   Akamai Technologies, Inc.
   Altec
   ALTEN Technology
   In honor of Laine Geaves-Smith
   Althar LLC
   Altras 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
   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
   Benny 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
   Cognisante LLC
   Comcast NBCUniversal
   Connection
   Consumers Energy
   Consumers Energy Matching Gifts
   Corning Incorporated
   Corning Incorporated Matching Gifts
   Corning Incorporated Foundation
   Corteva
   Craiglist Charitable Fund
   Cummins
   Davis
   David L. Lawrence Convention Center
   Definitive Logic Corporation
   Dell Technologies
   Devon Energy Corporation
   Digi-Key Electronics
   D1Stek Integration, Inc.
   DonorsChoose.org
   Drexler Laboratory
   Drexler Laboratory Matching Gifts
   DTE Energy
   DTE Energy Matching Gifts
   Durwood 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
   Erbinger Energy Partners
   Ernst & Young L.P.
   Este Lauder
   Este Lauder Matching Gifts
   Express Employment Professionals
   FS Networks
   FS 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
   Frontstreet
   GAF Corporation
   GAF Corporation Matching Gifts
   GE Healthcare
   General Dynamics Information Technology
   General Electric Company
   General Electric Power Systems
   Genesis Systems

30  2023 FIRST® Annual Impact Report
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
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
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
2022-2023 FIRST CONTRIBUTORS

Timothy Staggs
Diane Stansbury
Brielle Starost
Vanessa Stefanak
Jonathan Steiner
   In honor of Richard Gurall
Jenny Stevens
   In honor of FIRST Robotics
Marc Stevens
   Competition Team 9143
Robert Stevenson
Mark Stewart
Nicholas Stewart
Peter & Elizabeth Stillmank
Kodi Stoddard
Laurie Stoddard
   In honor of Richard Gurall
Dia Stolintz
Celia Stone
   In honor of Dick Gurall
Linda Stone
Kristopher Stow
Ibnar Stratibus
Valerie Streheh
F.H. Streiffler
Emma Turn Suden
Marian Sundquist
   In memory of David Sundquist
Teja Sunkara
Bhavana Suresh
   In memory of Peter
Sriram Suryadvara
   Speros Voudouris
Dan Swanson
Austin Swenson
Lily Szczesniak
Andrew Szeto
Joshua Taffe
Natalie Taitano
Jennifer Tang
Randi A. Tanguay
   In memory of Peter
Speros Voudouris
Eric Tarbox
Laura Tartak
   In memory of David Cullen
Loza Tarwater
Krisi Taylor
Scott Taylor
Richard Teel
Paul Tenreiro
Leah Terreforte
   In honor of Seth Lichtenstein
Allen Tessmer
Amy Thernault
Amogha Thodpunan
   In memory of Joe Halpern
Matea Thomas
Trevor Thomas
Joe Thorning
Jocelyn Thompson
Laura Thompson
Theresa Thompson
Robin Thornton
Joe Tietz
Jeff Chua Tin
Tmac Tmac
Sean Toda
Umesh Tol
Misty Tomiu
Alice Tong
William Towne
Chi Tran
Tuyetduong Tran
Ian Tranter
   In memory of David Cullen
Leilani M. Tucker
Khulan Tumurbat
Mr. & Mrs. Joseph Turckes
Tyu Ty
Rushdha Umsari
Ronald Uyeno
J. T. Vach
Juan Valentin
Matthew Van Cleave
Nicolas Van der Merwe
Jo Ray Van Vliet
Gigli Vano
Joe Varnell
Adina Varvaroi
Albert Vaiss
Ravi Vedhakodi
Luis Velasquez
Ramesh Venkataram
Jacobo Vershum
Robert Vershum
Sarah Volz
Lily Von St. James
Hanh Vuong
Lankford & Jamie Wade Charitable
Mauri Videvsting
   In memory of Richard Gurall
Franklin Wagner
   In memory of Ty Hayden
Stephan Wagner
Robert Walters
Christopher Warner
M.O. Warner
   In memory of Jacek Figwer
Annette Webster
   Matching Gift
Loral Webster
Emry Weibach
Adam Weiss
David Wert
Erin Weston
Katherine Westmore
Mark Whisler
Josephine Whitley
Rebekah Whitley
Michael Whitey
Joseph Whitney
Donald Whitt
Courtney Whynot
Julia Wickens
Douglas Wilcox
Vincent & Jean Wilczynski
Martin Wilman
John & Lucie Wikens
Ashlee Williams
Mark Williams
Kay Williamson
Macon Williamson
Charli Wallin
Charlotte Willan
Penny Willoughby
Joseph Wilson
Mikayla Wilson
Robert W. Wilson II
Nami Winters
   In memory of Seth Lichtenstein
Rohini Winters
Lisa Wolfe
Janet Wolfenbarger
   Pamela Wong
Timothy Wright
Tracy Wright
   In memory of Joe Halpern
Rongtun Yan
Naveena Yanamala
Summer Yang
Yvonne Yang
Jordan Yardley
Kathryn Yates
   In honor of Doug Gault
Clinton Young
Freddy Yu
Marie Yue
William Zanone
Alain Zapinskie
Shannan Zartman
Dahai Zhang
Juntin Zhang
Ruzhe Zhao

Kaleb Zimmerman
Tyler Zinny
   In memory of Joe Halpern
Jamie Zinser
Justin Zipkin
Marc Ziss
Renata Zuhiga

Energizing the Future
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.

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

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
- University of Rochester
- Webb Institute
- Western New England University
- Williamstown College of the Trades
- Worcester Polytechnic Institute
- Yale University

Gold Provider $100,000 - $499,999
- Anderson University
- APTV
- 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
- Menlo College
- Michigan Tech University
- North Central College
- Northeastern University
- Quincepec University
- Rensselaer Polytechnic Institute
- Rochester Institute of Technology
- Rose-Hulman Institute of Technology
- Trinity University
- United Negro College Fund (UNCF)
- Universal Technical Institute
- 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
- Macaulay University
- McKendree University
- National Fluid Power Association (NFPA)
- New England College
- Nuts, Bolts and Thingamajigs Foundation
- Oklahoma State University
- University of Advancing Technology
- University of Arizona
- University of California - Los Angeles
- University of California - Santa Barbara
- University of California - San Diego
- University of California - Riverside
- University of California - San Francisco
- University of California - Berkeley
- University of Central Florida
- University of Colorado Boulder
- University of Connecticut
- University of Delaware
- University of Denver
- University of Detroit Mercy
- University of Evansville
- University of Idaho
- University of Illinois at Urbana-Champaign
- University of Iowa
- University of Kansas
- University of Kentucky
- University of Louisville
- University of Miami
- University of Michigan
- University of Minnesota
- University of Montana
- University of Nebraska - Lincoln
- University of Nevada, Las Vegas
- University of New Hampshire
- University of New Mexico
- University of North Carolina at Chapel Hill
- University of North Dakota
- University of North Texas
- University of Oregon
- University of Pennsylvania
- University of Pittsburgh
- University of Puerto Rico
- University of Regina
- University of Rochester
- University of South Carolina
- University of Southern California
- University of Texas at Austin
- University of Wisconsin - Madison
- University of Wisconsin - Milwaukee
- University of Wisconsin - Madison
- Virginia Commonwealth University
- Washington University - St. Louis
- Wayne State University

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
- Monty Family Innovation 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
- University of Wyoming
- Virginia Tech
- West Virginia University
- Western Carolina University
- Western Illinois University
- Western Michigan University
- Wheaton College
- Wichita State University

Dr. BART KAMEN MEMORIAL FIRST SCHOLARSHIP

Fund Contributors
Continued special thanks to the Argosy Foundation, the DSHA Foundation, and the Evelyn Kamen Trust.
2022-2023 SEASON FIRST ALLIANCES
Alphamatrix Education (ASEE)
American Society for Engineering Education (ASEE)
ARM (BiofabUSA)
Automation Federation/ISA
Boys & Girls Clubs of America
Computer Science Teachers Association (CSTA)
Electronic Components Industry Association (ECIA) Foundation
Girls 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 Beta, Engineering Fraternity
Sigma Xi Foundation
Society of Hispanic Professional Engineers (SHPE)
Society of Women Engineers (SWE)
Tennessee Valley Robotics (TVR)
DoD STEM
FIRST
2022-2023 SEASON FIRST LEGO LEAGUE SPONSORS
Founding Partner
LEGO
Global Sponsors
The LEGO Foundation
Challenge Division Sponsor
Rockwell Automation
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
RTX
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.
Nl
Tennessee Valley Robotics (TVR)
The 3M Company
Bayer AG
Dow
Leidos, Inc.
Aptiv
Argosy Foundation
TE Connectivity
PTC, Inc.
Motorola Solutions Foundation
2022-2023 SEASON FIRST ROBOTICS COMPETITION SPONSORS
Season Presenting Sponsor
Gene Haas Foundation
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
Nl
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.
NIL
PTC, Inc.
REV Robotics
Rockwell Automation, Inc.
DI 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
ArmRobot
Clippard Instrument Laboratory
Digital.ai
Hack Club Bank
Locite
Mastercam
Mathworks, Inc.
MaxBotix, Inc.
Nexel
Parker Hannifin, Fluid Systems
Connectors Division
Plummer Industries
RoboPromo
Ruland Manufacturing
Siemens
Snap Action, Inc.
Stratasys
Tableau Software
TE Connectivity
Thryft Bot
Underwriters Laboratories, Inc. (UL)
Bronze Suppliers
American Button Machines
CUI Devices
DevCycle
Epic Engineered Technologies
JK Productions
Johnson Electric
Kauai Labs
Next Gen Robotics, LLC
OnePM
OptiFuse
Protopasta, Filament by Protoplast Inc.
SolidProfessor
Southwest
Triangle Manufacturing Company
WestCoast Products
Wolfram Research
Xilinx
Other Contributors
Electronic Components Industry Association (ECIA)
GreenGateID
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.

Energizing the Future
THANK YOU TO OUR 2023 FIRST CHAMPIONSHIP SPONSORS

PRESENTING SPONSOR

BAE SYSTEMS

CO-SPONSORS

BECHTEL  
DoDSTEM  
Ford  
Google  
HAAS  
Mouser Electronics  
Rockwell Automation  
United Therapeutics  
Walt Disney Imagineering  
ZEBRA

FRIENDS OF FIRST

ARMI BioFabUSA  |  Ball Corporation  |  Booz Allen Hamilton  |  Coca-Cola  
Houston First  |  Kettering University  |  PwC  |  TE Connectivity
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.
MEXICO
Explora, Descubre y Crea, A.C.
Fundación RobotiX

MOROCCO
Play Academy

NETHERLANDS
STEAMup
Stichting Platform Bèta en Techniek

NEW ZEALAND
FIRST New Zealand Trust

NIGERIA
CODERINA

NORWAY
FIRST Scandinavia

OMAN
ATLAB

PAKISTAN
STARIALL 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
Nate 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

SWITZERLAND
HANDS on TECHNOLOGY e.V.

THAILAND
GAMMACO
The Prince Royal’s College

TRINIDAD AND TOBAGO
NIHERST

TURKIYE
Bilim Kahramanlari Bulusuor (BKID)
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

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

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/Code X/Road to Culture

KENTUCKY
FCC 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

MALAYSIA
Saabadi Sdn Bhd

MOROCCO
Zavod Super Glavce

MONTENEGRO
Young Inventors of Montenegro

MOROCCO
Play Academy

NETHERLANDS
STEAMup
Stichting Platform Bèta en Techniek

NEW ZEALAND
FIRST New Zealand Trust

NIGERIA
CODERINA

NORWAY
FIRST Scandinavia

OMAN
ATLAB

PAKISTAN
STARIALL Foundation

PARAGUAY
Espacios de Ser S.A.*
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.
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.”

“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”
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 for consistently executing its mission in a fiscally responsible way.

SOURCE: https://www.charitynavigator.org/ein/222990908
## STATEMENTS OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>27,364,744</td>
<td>41.25%</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>11,235,979</td>
<td>13.06%</td>
</tr>
<tr>
<td>Other income, net of expenses</td>
<td>2,580,660</td>
<td>3.00%</td>
</tr>
<tr>
<td>Special event income, net of expenses</td>
<td>-</td>
<td>0.00%</td>
</tr>
<tr>
<td>Employee retention tax credit</td>
<td>3,796,478</td>
<td>4.41%</td>
</tr>
<tr>
<td>Net property, plant, and equipment</td>
<td>3,956,671</td>
<td>5.96%</td>
</tr>
<tr>
<td><strong>Total assets, end of year</strong></td>
<td>$66,346,110</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

| **LIABILITIES AND NET ASSETS:** |                |                |
| **Total liabilities, end of year** | $8,273,348     |                |
| **Net assets:** |                |                |
| Without donor restrictions | 33,420,564     | 50.63%         |
| With donor restrictions – temporary in nature | 32,585,775     | 49.37%         |
| **Total net assets, end of year** | $66,006,339   | 100.00%        |
| **Total liabilities and net assets, end of year** | $74,279,687   | 100.00%        |

*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.*

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

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 under “About/Annual Report & Financials.”

## STATEMENTS OF ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES AND OTHER SUPPORT:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program registration fees</td>
<td>31,432,688</td>
<td>36.54%</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>11,235,979</td>
<td>13.06%</td>
</tr>
<tr>
<td>Other income, net of expenses</td>
<td>2,580,660</td>
<td>3.00%</td>
</tr>
<tr>
<td>Special event income, net of expenses</td>
<td>-</td>
<td>0.00%</td>
</tr>
<tr>
<td>Employee retention tax credit</td>
<td>3,796,478</td>
<td>4.41%</td>
</tr>
<tr>
<td>Net property, plant, and equipment</td>
<td>3,956,671</td>
<td>5.96%</td>
</tr>
<tr>
<td><strong>Total revenues (losses) and other support</strong></td>
<td>$86,020,663</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

| **EXPENSES:** |                |                |
| FIRST Program Expenses | 69,096,448     | 85.26%         |
| Net cost of building space occupied by unrelated not-for-profit organizations | 321,525       | 0.40%          |
| General, administrative, and supporting services | 9,226,630     | 11.38%         |
| Fundraising and Development | 2,398,960      | 2.96%          |
| **Total expenses** | $81,043,563   | 100.00%        |

| **Operating surplus (deficit)** | 4,977,100 | 403,361 |

## 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. Coger**
  Senior Advisor
  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
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® 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

FIRST®, the FIRST® logo, FIRST® Robotics Competition, FIRST® Tech Challenge, Coopertition®, Gracious Professionalism®, More Than Robots®, CHARGED UP®, POWERPLAY® and FIRST® ENERGIZE® are trademarks of For Inspiration and Recognition of Science and Technology (FIRST®). LEGO®, DUPLO®, and the SPIKE logo are trademarks of the LEGO Group. FIRST® LEGO® League and SUPERPOWERED® are jointly held trademarks of FIRST® and the LEGO Group. All other trademarks are the property of their respective owners. ©2023 FIRST® F1118