Now in our second quarter-century, FIRST® (For Inspiration and Recognition of Science and Technology) is extremely proud to be a powerful, transformational force in how the world’s young people view science and technology, and to have demonstrated a proven impact† on how students around the globe discover, develop a passion for, and seek education and careers in STEM (science, technology, engineering, and math) fields.

Officially, the mission of our not-for-profit public charity is to help develop today’s students into tomorrow’s science and technology leaders and innovators. We achieve this by harnessing their fascination with robots, immersing them in fun-filled robotics and research programs that span their school years from kindergarten through high school. Yes, they design, build, program, and compete with robots. But FIRST is so much More Than RobotsSM.

We help transform their futures by teaching team-building and mutual respect, helping them master STEM knowledge, instilling self-confidence, and developing leadership and life skills that are so essential to their success in the 21st century. We show them how to sprout wings, then watch them learn to fly, which inspires all of us who guide them.

Thanks to leaders in business, government, media, education, and entertainment — plus hundreds of thousands of tireless Volunteers from all walks of life — FIRST has grown dramatically over the last 25+ years. The number of student participants positively affected by FIRST is approaching 2 million worldwide, yet the transformation of generations of young people into productive, game-changing world citizens has just begun.

Will you join us as we continue to transform our world?

† see pages 3-4
A decade of verifiable data shows that exposing kids to fun, exciting FIRST programs builds 21st century work skills and greatly increases their motivation to seek education and careers in STEM fields. Three years of data from a rigorous longitudinal study of FIRST indicates that girls in FIRST are significantly more likely to have greater gains in STEM than their peers or boys in FIRST.

## Impact That Transforms Outcomes

### STEM Exposure
- **84%** build the robot
- **88%** work on robot design strategy
- **60%** program/code
- **77%** learn about STEM jobs
- **97%** have FUN!

### STEM Interest & Skills
- **88%** more interested in learning about STEM
- **88%** better understand how STEM is used to solve real-world problems
- **98%** increase teamwork skills
- **93%** increase problem-solving skills

### Education, STEM Careers
- **86%** more interested in doing well in school
- **84%** motivated to take challenging math or science classes (FIRST Robotics Competition, FIRST Tech Challenge)
- **94%** embrace the importance of Coopertition®, Gracious Professionalism®
- **80%** more interested in jobs that use STEM

### Long-Term Outcomes

<table>
<thead>
<tr>
<th><strong>FIRST Alumni are:</strong></th>
<th><strong>College Majors:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3X as likely to major in engineering and 4X as likely for women in FIRST to major in engineering*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Career Expectations:</strong></th>
<th><strong>Opportunities:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Nearly 4X as likely to pursue a career in engineering*</td>
<td>10X as likely to have an apprenticeship, internship, or co-op job in their freshman year of college*</td>
</tr>
</tbody>
</table>

### Ultimate Impact

- **75%** of FIRST Alumni are in a STEM field (student or professional)

### Inspired to learn more?

www.firstinspires.org/about/impact

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Sources:
1. FIRST Longitudinal Study, 2015
2. Brandeis University: Cross-Program Evaluation of FIRST Tech Challenge and FIRST Robotics Competition (2011);
5. FIRST 2015 Survey of FIRST Robotics Competition and FIRST Tech Challenge Alumni

*Than a matched comparison group
Across our Progression of Programs, team members are change makers, problem solvers, divergent thinkers, and inventors. By providing skill-building opportunities for innovation literacy and offering forums that let young visionaries take center stage, FIRST is helping create the next generation of global innovators.

"For me, innovation also means making technology accessible to all, not just a privileged few."  — Maya Varma, FIRST Future Innovator Award winner

Transforming Diagnosis

The FIRST Future Innovator Award sponsored by the Abbott Fund celebrates FIRST Tech Challenge and FIRST Robotics Competition students who successfully design a unique solution pertaining to one of three chosen National Academy of Engineering Grand Challenges. Winner Maya Varma from Cupertino, California, designed a smartphone-based app for the diagnosis and management of pulmonary illness that uses low-cost electronics and 3-D printed parts to create a hospital-grade spirometer to help diagnose the five most common types of lung disease.

Almost everyone who gets involved with FIRST agrees on one thing: FIRST is a transformative experience like no other.

Thanks to the generous time and resources of hundreds of thousands of forward-looking adults, millions of young people around the globe are exposed to science and technology. Through FIRST, these students acquire personal and professional skills, and gain self-confidence that will put them on a trajectory toward becoming successful 21st-century adults. FIRST provides a nurturing, inclusive community in which young people of all backgrounds can explore their hidden talents. Each is transformed in some positive way, ready to further their science and technology education and become tomorrow’s leaders and problem solvers. It’s what we do.

Simultaneously, the adults who guide and provide for these students’ experiences find themselves just as transformed. Mentors rediscover their own love of learning through their teams’ discoveries. Volunteers find new purpose for their lives. Sponsors discover a future pipeline for skilled, innovative workers. All are inspired by the transformational engine that is FIRST.

On page 7, you can review some of the remarkable facts and figures that make up today’s FIRST, a far cry from our humble beginnings in 1989. We are now recognized as a bona fide agent of transformation in our culture, altering attitudes about what should be revered in our society and opening new — and often unexpected — educational and career pathways to so many kids. Read about the tremendous impact our program has already achieved at www.firstinspires.org/about/impact.

If our story of success and transformation inspires you, as it has so many others over the past quarter-century, then we put forth this challenge: Join us in some way, no matter how small. With the vast majority of students around the world still not having access to FIRST programs, and with a special need to reach underrepresented and underserved communities, there is much to do.

Commit your company’s resources and people. Sponsor one or more teams. Become a Mentor. Fundraise. Donate. Or simply volunteer in your community. Our kids deserve everything you can give.

To those who already give — our Strategic Partners, Founding Sponsors, Sponsors, Mentors, Volunteers, participating School and Program Administrators, Parents, and Teachers — our heartfelt thanks. Your continuing generosity of time and resources is what makes FIRST a stand-out.

The opportunities offered by FIRST programs belong in every school and every community, everywhere. We need to reach the young people who dream, those who need a shot of self-confidence, the tinkerers and doers, those looking to discover who they are and what they can do, and the ones who just want a chance to belong. Working together, we will make that transformation happen.

Are you in?

Transforming Trash

In its sixth year, 27 countries participated in the 2016 FIRST® LEGO® League Global Innovation Award presented by XPRIZE®, an award that celebrated the inventions FIRST LEGO League teams created during the TRASH TREK℠ season. The prize gives teams a way to build critical skills around innovative thinking. “The Incredibots” from Gahanna, Ohio, took the prize with their Styro-Filter, a device that successfully converts Styrofoam waste into activated carbon, which is used in water filters to reduce contaminants. The team plans to use their $20,000 prize money to file a full utility patent, conduct more tests, and run a bench scale trial.
When I joined the FIRST family over three years ago, I went through an unexpected transformation.

I quickly recognized how powerful our organization is in changing the lives of all involved, and it made me want to commit more of my time, energy, and ideas to this purpose than any venture I had ever been connected to in the business world. Watching FIRST work its magic, up close, inspires me on a daily basis.

Changing opportunities. I’m inspired as I watch our programs bring transformation to not only economically strong communities, but those that are challenged and disadvantaged. I’m proud that our organization has targeted these areas and has also empowered young women by providing a non-judgmental environment in which to discover and pursue their potential.

Changing skill sets. I’m inspired as I see our kids learning in-demand, 21st century workforce skills that go beyond hands-on mechanical and electrical skills and coding — team building, creative problem solving, collaboration, business acumen, public speaking, and more. Beyond good citizens, we are developing skilled, innovative, immediately employable young people.

Changing outcomes. I’m inspired by countless first-hand reports that tell me how FIRST has changed the lives of so many, kids and adults alike. Kids discover a world in which they can follow a passion without ridicule or rejection. Adults find a calling for their time and talents. Parents see an educational path for their children through scholarships. And all are enriched in the process.

Changing milestones. Because of all of this, FIRST is transforming as well, driven by our goal to reach more — and more diverse — young people. For example, significant investment in our Diversity & Inclusion Program and expansion to a dual FIRST Championship structure will provide thousands more students an opportunity to participate in this life-changing experience.

What is not changing is that everything we do will be guided by our goal of impacting more kids in ways that maintain both the world-class quality and core values on which the FIRST organization is built.

To you who have given enormous amounts of time, donated money and resources, provided grants, sponsored teams, supported us in countless ways, and tirelessly spread the word, we owe our heartfelt gratitude. FIRST works because of you. I encourage you all to press on with renewed energy until we can say that all children everywhere have the opportunity to transform through the power of FIRST.

How does FIRST inspire you?
Mentored by professional engineers, teams compete with 120-pound robots of their own design in this varsity Sport for the Mind™, combining the excitement of sport with the rigors of science and technology.

Students learn to think like engineers and develop an engineering notebook to document their progress. Teams develop strategies, build robots from a reusable kit of parts, and compete head to head.

Guided by FIRST LEGO League Core Values, teams build LEGO®-based autonomous robots and develop research projects based on a real-world Challenge that changes annually.

Teams explore today’s scientific challenges, then present what they learned using a Show Me poster and a powered LEGO® model.

2016 Season Highlights

FIRST is honored to welcome Strategic Partners the Argosy Foundation, Booz Allen Hamilton, and LEGO® Education. Thank you!

Scholarships exceed $25 million milestone

STEM Equity Community Innovation Grant was launched to build STEM literacy in underrepresented and underserved students in the U.S. and Canada

FIRST built momentum for robotics as an official extracurricular sports activity as Texas joined Connecticut and Minnesota to sanction robotics programs as an official sport

New Strategic Alliances: Alpha Omega Epsilon, the ECIA Foundation, and Sigma Phi Delta

FIRST Alumni Lydia Doza and Oscar Vazquez were invited to the State of the Union Address as personal guests of First Lady Michelle Obama

Booz | Allen | Hamilton

Inaugural FIRST, Inspire Gala honored Michael Bloomberg, will.i.am, and Diana Lee Guzman for advancing STEM education in underserved communities
$1.7 million raised to expand diversity efforts and student access to STEM opportunities

**Inaugural FIRST, Inspire Gala**

To help further expand diversity efforts and STEM opportunities to students in underserved communities, over 500 FIRST supporters gathered at 583 Park Avenue in New York for the inaugural FIRST, Inspire Gala.

The event featured prominent speakers such as Bill Ackman, founder & CEO of Pershing Square Capital Management, L.P.; Michael R. Bloomberg; will.i.am; Dean Kamen, founder of FIRST; Don Bossi, president of FIRST; and many FIRST students, recognizing the impact that the organization has made in STEM education over the past 26 years.

One of Chevrolet’s first 2016 Volt electric cars was a featured item of an online auction. Other items included a clock handcrafted by Dean Kamen; dinner with Kamen and a personal tour of his home, WestWind; a private tour of The Future, will.i.am’s private creative complex in Hollywood; lunch in New York City with iconic award-winning American filmmaker and musician, Andrew Jarecki; and an off-hours tour of The Metropolitan Museum of Art.

Three honorees were presented with individual awards for their efforts to advance STEM education in underserved communities in New York City and Los Angeles:

**Michael R. Bloomberg, Founder of Bloomberg LP, Philanthropist, and Three-Term Mayor of New York City**, earned the John C. Whitehead Leadership Award in honor of the New York City luminary who recognized the need for hands-on activities that inspire youth with the power of STEM.

**will.i.am, Global Music Artist, Entrepreneur, and Philanthropist**, earned the Community Inspiration Award for inspiring students to pursue STEM and help build stronger communities.

**Diana Lee Guzman, FIRST Alumna and NYU Tandon School of Engineering Student**, earned The Evelyn Kamen Rising Star Award, named after the official Grandmother of FIRST, who served much of her life as a teacher in the New York state school system leading students toward exciting futures.

"By providing young people with opportunities to explore new worlds, FIRST is making a big difference in their lives — and in our future. Bloomberg is proud to support organizations like FIRST that are encouraging the next generation of talented scientists and engineers and preparing them to take on some of the toughest challenges we will face, from improving public health to fighting climate change."

Michael R. Bloomberg

"Engineers coming out of communities like mine (Boyle Heights, Calif.), that's the America we need. We need to help make FIRST mandatory in every school."

will.i.am

"FIRST is humbled and honored to receive such generous support from organizations that share our commitment to inspiring young people in STEM. There are so many students who don’t have access to programs like FIRST that challenge and engage them in a dynamic, fun way through hands-on learning. With expanded support, FIRST can reach more kids in underserved communities, especially urban settings, and help them start teams in their schools."

FIRST President, Donald E. Bossi

 Helping to Transform Underserved Communities

Thank you to our FIRST, Inspire Gala Sponsors who appear on page 53 of this Report
Lauren Lyons credits FIRST Mentors for her transformation from shy young girl to confident, successful SpaceX engineer helping the company to launch re-usable rockets and send humans to space. They helped her understand what real engineers do and that engineering tasks could be fun — machining parts, wiring circuit boards, designing pneumatic actuators. She got hooked.

Being a FIRST Alum at Princeton gave Lauren the confidence to successfully tackle challenging course work. While mentoring a local FIRST team, she was befriended by long-term FIRST Volunteer Dave Lavery from NASA, who helped her win a NASA internship working on the Mars rovers. It was the beginning of an exciting career — and a long-term mentoring friendship.

“It’s not only those Mentors that I hold dear, it’s the FIRST lessons of Coopertition® and Gracious Professionalism®,” said Lyons.

In many underserved Outback communities, the RITO initiative has had amazing success. Supported by a Google Australia grant, RITO started 75 FIRST LEGO League and 11 FIRST Robotics Competition teams in the 2015-2016 season. High school teams received two-day visits from experienced FIRST Mentors from Team 3132 and the United States. A rookie team from Ulladulla qualified for the 2016 FIRST Championship, and their community quickly raised overseas travel costs. After one season, Ulladulla’s graduates all pursued STEM education or jobs, and the FIRST presence grew. “Robotics and coding is now the norm in the community,” said Ulladulla Mentor Matt Macdonell.

The growth and confidence students gained in six months is unbelievable.”

Matt Macdonell, Mentor, Team 6035 “House of Ulladulla”
The Challenge
From reducing to reusing to recycling and beyond, students looked at trash in a whole new way, then built LEGO® models using LEGO® Education WeDo technology, and created Show Me posters to represent what they learned.

Transforming Common Space
FIRST LEGO League Jr. Team 4378
“The Yucca Cool Cats”
Alamogordo, New Mexico

Researched what happens to apples in the trash cycle, discovering how they and other foods become compost that can improve garden soil and grow better crops.

Designed and built a composting garden for their school’s courtyard that could be used to grow vegetables and also serve as an outdoor classroom.

Awarded a local grant to make their composting garden a reality and exhibited their project at the FIRST LEGO League Jr. World Festival Expo in St. Louis.

“If you find their interest and passion, it’s just amazing to see because they take it farther than you would ever, ever anticipate.”

Heather Kangas, Coach

Accomplishments
Approximately 48,000 6-10 year-olds participated on 8,031 teams in 29 countries, celebrating curiosity, imagination, discovery, and teamwork.

Expos
Over 300 regional Expos; FIRST LEGO League Jr. World Festival Expo in St. Louis.

Noteworthy
Collaboration with the SEA Research Foundation to increase STEM education in youth-serving organizations resulted in a highly successful pilot of the Season Pass program, with over 100 10-team sites participating, and the development of new program materials.

Team Growth

<table>
<thead>
<tr>
<th>Year</th>
<th>Team Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>8,031</td>
</tr>
<tr>
<td>2016</td>
<td>5,653</td>
</tr>
<tr>
<td>2017</td>
<td>4,000+</td>
</tr>
<tr>
<td>2018</td>
<td>3,347</td>
</tr>
<tr>
<td>2019</td>
<td>2,985</td>
</tr>
<tr>
<td>2020</td>
<td>2,147</td>
</tr>
<tr>
<td>2021</td>
<td>1,448</td>
</tr>
<tr>
<td>2022</td>
<td>1,203</td>
</tr>
<tr>
<td>2023</td>
<td>1,004</td>
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<tr>
<td>2024</td>
<td>702</td>
</tr>
<tr>
<td>2025</td>
<td>327</td>
</tr>
<tr>
<td>2026</td>
<td>125</td>
</tr>
</tbody>
</table>

Read the full story at www.firstinspires.org/yucca-cool-cats
The Challenge
Teams researched and shared their innovative solutions to address a real-world trash problem, and used a team-designed autonomous robot, programmed with LEGO® MINDSTORMS® technology, to complete “missions” representing how we make and handle trash.

Transforming Plastic and People
FIRST LEGO League Team 10733
“TMI Pink Panthers”
San Antonio, Texas

**Formed** an all-girls team, then later invited a boy to join when his team wasn’t working out, and their new team became strong collaborators.

**Researched** what happens to PET plastic in the trash cycle, then explored reusing the plastic fibers to make fabric for recycled clothing products.

**Proposed** employing women from a local family shelter to make the recycled products, calling the project “Repurpose,” which helped earn them a place at the FIRST LEGO League World Festival in St. Louis.

“These kids have strong potential to make a mark in the future.”

James Lewey, Coach

Accomplishments
Approximately 232,000 9-16 year-olds* on 29,034 teams from 80 countries participated in this season’s Challenge.

*Ages vary by country

Competitions
1,248 Qualifying Tournaments;
153 Championship Tournaments;
5 Open Championships;
FIRST LEGO League World Festival in St. Louis

Noteworthy
An option was introduced to allow teams to familiarize themselves with the elements of the program without the pressures of competing in a formal event. Also: The Incredibots were awarded the Champion’s Award at World Festival and the Scientific American Innovators Award at the Google Science Fair, while member Ashton Cofer presented a TED-Ed Weekend talk in 2016.

Team Growth

<table>
<thead>
<tr>
<th>Year</th>
<th>Teams</th>
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</thead>
<tbody>
<tr>
<td>2000</td>
<td>1,540</td>
</tr>
<tr>
<td>2002</td>
<td>3,001</td>
</tr>
<tr>
<td>2004</td>
<td>5,859</td>
</tr>
<tr>
<td>2006</td>
<td>8,847</td>
</tr>
<tr>
<td>2008</td>
<td>13,705</td>
</tr>
<tr>
<td>2010</td>
<td>16,762</td>
</tr>
<tr>
<td>2012</td>
<td>20,430</td>
</tr>
<tr>
<td>2013</td>
<td>23,748</td>
</tr>
<tr>
<td>2015</td>
<td>29,034</td>
</tr>
</tbody>
</table>

Read the full story at www.firstinspires.org/tmi-pink-panthers
The Challenge
Teams designed, programmed, and operated robots to simulate rescue situations faced by mountain explorers, such as “resetting” rescue beacons, delivering rescue climbers to a shelter, and parking on a mountain.

Community Leader Transformed

FIRST Tech Challenge Team 8121 “RMageddon”
Anika Yardi
Rockville, Maryland

Joined her FIRST Tech Challenge team as a shy, unassertive sophomore afraid to speak at meetings and became a team leader and passionate advocate for STEM education.

Partnered with a local affordable housing organization to create a 10-week robotics course for children in families below the poverty line and started a STEM education program for senior citizens.

Earned a spot among Dean’s List Winners at the 2016 FIRST Championship.

“The FIRST community is so unique in its ability to welcome people like I used to be with open arms and transform them into the best possible version of themselves they can be.”

Anika Yardi, FIRST Dean’s List Winner

Accomplishments
Approximately 47,000 participants (ages 12-18, grades 7-12) on 4,711 teams from 25 countries; eligible for over $20 million in college scholarships.

Competitions
529 Meets, League Championships, and Qualifying Tournaments; 96 Championship Tournaments; 4 Super-Regional Championship Tournaments; FIRST Tech Challenge World Championship in St. Louis.

Noteworthy
419 FIRST Tech Challenge team members were nominated for the prestigious Dean’s List Award, which recognizes leadership skills, long-term commitment to FIRST ideals, and effectiveness in increasing awareness of FIRST within their schools and communities. Also: Team 7013 “Hot Wired” of Portland, OR, won the Inspire Award.

Team Growth

2005 53
2006 554
2007 986
2008 1,111
2009 1,606
2010 2,093
2011 2,779
2012 3,800
2013 4,445
2014 4,711
2015 4,711

Read the full story at www.firstinspires.org/anika-yardi
Kenny Bargas, FIRST Alumnus

East San Jose, California

Overcame gang influence and a challenging background to become a FIRST Robotics Competition team leader, UC Berkeley grad, and high school English teacher

Played a vital role in helping his team overcome challenges, work hard, and find solutions themselves

Returned to his childhood neighborhood to teach children from low-income families and introduce them to all the opportunities FIRST offers

“It still astounds me the person who I have become. Before joining robotics, the only reflection I saw from others was a dead end to prison. Fortunately, teachers and organizations like FIRST and NASA looked beyond my police record. Now, as an educator, I continue in their vision of trying to transform our society into something better.”

Kenny Bargas, FIRST Alumnus

Accomplishments
78,500 high school students on 3,140 teams from 24 countries; eligible for over $25 million in college scholarships

Competitions
65 District Events; 8 State/District Championships; 53 Regional Events; FIRST Robotics Competition Championship in St. Louis

Noteworthy
FIRST STRONGHOLD™ successfully introduced an artistic and themed flair to the game, providing an even greater opportunity for more participating students to show their creative talents. Also Team 987 “HIGHROLLERS” of Las Vegas, NV, was the Chairman’s Award Winner

Self Transformation

Team Growth

Learn more at www.firstinspires.org/showcase-lyons-bargas
In addition to our Sponsors, Suppliers, and Contributors acknowledged on these pages, FIRST extends its sincere appreciation to the tens of thousands of Volunteers who generously devote their time and expertise to FIRST Robotics Competition, FIRST Tech Challenge, FIRST LEGO League, and FIRST LEGO League Jr. teams and events. FIRST could not achieve the impact it does without this tremendous support.
In 2016, as part of the FIRST Program, nearly 200 FIRST Scholarships were made available over $25 million in scholarship opportunities to FIRST Robotics Competition and FIRST Tech Challenge participants and Alumni.

The majority of FIRST scholarships are made available by specific colleges or universities for enrollment at their campuses; others are made available by corporations, associations, or foundations for use at a selection of schools. The 2016 FIRST Scholarships are listed on page 34.

To learn more about the FIRST Scholarship Program, or to make FIRST Scholarships available from your institution, please visit: www.firstinspires.org/scholarships
FIRST Founder Dean Kamen presented the 2016 Founder’s Award for exceptional service in advancing the ideals and mission of FIRST to one of the organization’s oldest and most fervent supporters: The National Aeronautics and Space Administration (NASA).

Starting with one team in 1995, NASA has grown its support to sponsor 258 FIRST Robotics Competition teams for the 2016 season. Most importantly, NASA engineers work directly with teams as Mentors. Engineers from every NASA center, and headquarters, are involved with local teams.

The primary mechanism for this support comes from NASA’s Robotics Alliance Project (RAP), which serves to inspire young people from all walks of life to explore engineering and science careers.

NASA says programs such as FIRST are critical to its survival. NASA plans many planetary exploration missions over the next few decades that feature robotic explorers, and it knows demand for expert roboticists to design, build, and operate these explorers will outstrip the supply emerging from academia. By supporting robotics programs, NASA hopes to nurture new talent to carry the agency — and the U.S. — into the future.
For students on FIRST Robotics Competition Team 360, an unrelenting commitment to service is the thread that runs through everything their Mentor does. The 2016 Woodie Flowers Award winner, Eric Stokely, never lets members of “The Revolution” forget that being successful is more than winning, and that being a FIRST team means having a positive presence on the field and working tirelessly to better their community.

Team members credit Stokely for their team’s industrious spirit and commitment to Gracious Professionalism. He promotes student drive by pushing team members to take initiative and face challenges head on, creating a team dynamic that fosters innovation and empowers the students to become leaders. Stokely never stops working to make FIRST accessible to all students. He encourages the team’s outreach efforts to develop the FIRST program internationally. In 2008, they helped to launch FIRST Robotics Competition Team 2905 “Sultans of Turkey” in Turkey. Working toward establishing an official Regional event in Turkey, the team’s collaboration with a Turkish foundation helped make the first off-season event in that country a reality this year.

Through his service — to his students, the Washington FIRST Robotics organization, and his community — Eric Stokely has created something that will last forever. His legacy will live on in the students whose lives he has touched around the world — and in the service they give to their own communities, following in his footsteps.
Titanium Automation Corporation
Traverse City Area Public Schools
TRW
UL
University of Wisconsin
University of Wisconsin Madison
University of Wisconsin - Milwaukee
University of Wisconsin-Whitewater
Velocis Capital
Verizon Employee Foundation
Minnesota State High School League
Dunwoody College of Technology
3Mgives
Star Regionals
University of Illinois, Urbana/Champaign
University of Illinois, Chicago
PTC, Inc.
Omron
Motorola Solutions Foundation
Illinois Institute of Technology
Five-Star Audio Visual
Jim Novartis Foundation
NJ Manufacturers
Bloomberg L.P.
ADP at the request of Josh Weston
Robotics Competition Region
Yale Science & Engineering Alumni
Whirlpool Corporation
Waterford School District
TPC Technologies, Inc.

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Glenn Gribble
Google.org
Goldman Sachs and Friends
Adam Flatto
Credit Suisse (USA), Inc.
Consolidated Edison Company of New York, Inc.
Comcast NBCUniversal
James Clark
Diane Chesnut
Bloomberg L.P.
Blackrock
AT&T
AB
New York City Regional

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Elisha and Lynn Wiesel Charitable Fund
Wonik IPS USA
Turner Construction Company
Screen Semiconductor Solutions
Nfrastructure
M+W US, Inc.
Lam Research
KLA Tencor
GlobalFoundries
Accumetra, LLC
New York Tech Valley Regional
York North Regional
North Bay Regional
ArkMed, Inc.
Argon Foundation
Barfield
Bruce Panzer
Centerline Windsor Limited
Christie
The Shovell Chemical Company
Durham College
Ford
SDI Canada
Hatch
HP
Lakeview Process Controls
Light Electric Inc.
Magnis
MNP
Nippising University
OCAGT
Ontario-Ministry of Education
Ontario Power Generation
Power Workers' Union
Prud'homme & Whitney Canada Co.
Quasar Incorporated
Redwood Management
Rockwell Automation, Inc.
Ryerson University
St. Clair Bank
Siemens Corporation
SYNEX Canada
TMCC
Union Bank
University of Ontario Institute of Technology
University of Toronto
University of Waterloo
University of Western Ontario
VEX Pro
Xerox Corporation

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Accumative, LLC
Applied Materials
ASML
Edwards Vernam
General Electric Company (GEC)
GlobalFoundries
KLA Tencor
Lam Research
M-I-W-US, Inc.
Mattson Technology
National Aeronautics and Space Administration (NASA)
National Grid
Nordstrom
PDF Solutions, Inc.
Screen Semiconductor Solutions
Turner Construction Company
Venik (VPS USA)

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V

Gregory & Kathleen Harper
Karl Kielitz
Ray Joseph
Adam Korn
Jason Low
Pablo Lagarenca
Joseph Mancini, Jr.
Maria Mckay
Andrew McCarthy
Jo Naitani
NRL Energy, Inc.
Haleh Olayan
The Porush Square Foundation
Brie Petito
Aaron Picketing
Tom Polan
Carol Rooman
Ody Rodriguez
Alexander J. Rogers Foundation
Tom Rosson
Adam Solomon
Joel Saona
Siargao Family Endeavor
Karmet Sogomonian
Mark Stawicki
State Street Foundation
Daman Sethi
Harri Suhonen
Dean Thodos
Tudor Investment Corp.
Two Sigma Investments
U.S. Army
Philip VanMedial
Christopher Ventasco
Alexander Van Partick
Mary Wadd
Joel & Judy Weston Family Foundation
Elisha and Lynn Wool Charitable Fund
Kenneth Zoll

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New York Tech Valley Regional

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Accounting, LLC
Applied Materials
ASML
Edwards Vernam
General Electric Company (GEC)
GlobalFoundries
KLA Tencor
Lam Research
M-I-W-US, Inc.
Mattson Technology
National Aeronautics and Space Administration (NASA)
National Grid
Nordstrom
PDF Solutions, Inc.
Screen Semiconductor Solutions
Turner Construction Company
Venik (VPS USA)

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V

Gregory & Kathleen Harper
Karl Kielitz
Ray Joseph
Adam Korn
Jason Low
Pablo Lagarenca
Joseph Mancini, Jr.
Maria Mckay
Andrew McCarthy
Jo Naitani
NRL Energy, Inc.
Haleh Olayan
The Porush Square Foundation
Brie Petito
Aaron Picketing
Tom Polan
Carol Rooman
Ody Rodriguez
Alexander J. Rogers Foundation
Tom Rosson
Adam Solomon
Joel Saona
Siargao Family Endeavor
Karmet Sogomonian
Mark Stawicki
State Street Foundation
Daman Sethi
Harri Suhonen
Dean Thodos
Tudor Investment Corp.
Two Sigma Investments
U.S. Army
Philip VanMedial
Christopher Ventasco
Alexander Van Partick
Mary Wadd
Joel & Judy Weston Family Foundation
Elisha and Lynn Wool Charitable Fund
Kenneth Zoll

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New York Tech Valley Regional

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Accounting, LLC
Applied Materials
ASML
Edwards Vernam
General Electric Company (GEC)
GlobalFoundries
KLA Tencor
Lam Research
M-I-W-US, Inc.
Mattson Technology
National Aeronautics and Space Administration (NASA)
National Grid
Nordstrom
PDF Solutions, Inc.
Screen Semiconductor Solutions
Turner Construction Company
Venik (VPS USA)

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Gregory & Kathleen Harper
Karl Kielitz
Ray Joseph
Adam Korn
Jason Low
Pablo Lagarenca
Joseph Mancini, Jr.
Maria Mckay
Andrew McCarthy
Jo Naitani
NRL Energy, Inc.
Haleh Olayan
The Porush Square Foundation
Brie Petito
Aaron Picketing
Tom Polan
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PDF Solutions, Inc.
Screen Semiconductor Solutions
Turner Construction Company
Venik (VPS USA)
A List of FIRST Robotics Competition Team Sponsors is available online at www.firstinspires.org/robotics/frc/team-sponsors

2015-2016 FIRST Progression of Programs Region Sponsors
Washington FIRST Robotics
1512 E. Jerrane Kearns Foundation
Scott Abbott
Lisa Adams & Kevin Ross
Aladdin Systems
Alisa Airways
ALTEK, Inc.
Amadeus Foundation
Amanda Bailey
Arsenal
Avery M., Foundation
Bobbie Foundation
Boehner Foundation
Brian Bumgardner
Curtis Takahashi
Deborah Taylor
Douglas Wolter
Erik Sabetti
Featherstone Foundation
First Lego League Team 9455
Lisa Hershman
Lisette Colin
Lisa R. Miller
Lynne Tulley-Hendrix
Marlowe Howard
Michael Gutmann,
Navneet Gupta,
FIRST Robotics Competition
Graber Trust,
Roy Goh, Microsoft Matching
Huntington Bancshares,
Fred Swearingen
Janelle L. Mccoskey,
First Lego League Team 5920
Karen Brown
Kim Chappell
Laurel King
Lenz Robotics Foundation
Louise Lambert
Mark Hofer
Marka Schnebly
Masheka Akidwa
Michael Edwards
Micron Foundation
Mitsubishi Hitachi Power Systems
Mitsubishi Hitachi Power Systems Americas, Inc.
Moran Utility LLC/Hendrix
Morgan Shank
Narinder Kaur,
FIRST Robotics Competition
Neelie Robert,
Microsoft Matching
OpenWay,
Innovation and Development
Paul Lambert
Paul Myers
Puget Sound Energy
Randy Johnson,
Microsoft Matching
Robert Pape,
Beverly's Gift Matching
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Samantha White,
Microsoft Matching
The following key organizations and volunteers in the field organize the FIRST LEGO League Jr. program in their respective regions.

**Australia**
- Luan Heimlich
  - Macquarie University

**Canada**
- Ontario
  - Peggy Scott
    - FIRST LEGO League Ontario
- Quebec
  - Rachid Abiza
    - FIRST Robotics Quebec

**Chile**
- Kirstin Engemann
  - Fundación SparkTalents

**China**
- Eugene Zhang
  - Semia Limited

**Denmark**
- Nina Sivertsen
  - Stian Elstad
    - FIRST Scandinavia

**Egypt**
- Ayman El Kahbany
  - Tech4Future Egypt

**Finland**
- Eeva-Taina Säntti
  - FIRST Nordic

**France**
- Franco Finsiti
  - Fondazione Musco Civico di Rovereto

**Japan**
- Hiromi Kamoshida
  - Takashi Kono
    - FIRST Japan

**Jordan**
- Ismael Yasein Hasan
  - King Hussein Foundation

**Lebanon**
- Ghazi Maweh
  - Genes Cultural School-Education and Technology Center

**Mexico**
- Barbara Cízmar de Navarro
  - Explora, Descubre Y Crea, AC

**The Netherlands**
- Tamara Derksen
  - Mark Franken
    - Stichting Techniekpromotie

**Norway**
- Mariann Johnsen
  - Stian Elstad
    - FIRST Scandinavia

**South Africa**
- Johannes de Vries
  - Tshwane University of Technology

**Spain**
- Ricard Huguet
  - Montse Revel
    - Fundación Sciencia

**Sweden**
- Nina Sivertsen
  - Stian Elstad
    - FIRST Scandinavia

**Turkey**
- Fatma Halip
  - David Halip
    - Bilek Kazancilarim Demek

**United Kingdom**
- Gareth James
  - Mandy Workman
    - The Institution of Engineering and Technology

**United States**
- Alabama
  - Taylor Wissman
    - FIRST in Alabama
- Alaska
  - Rebecca Zhao
    - Junior Economic Development Council
- Arizona
  - Hary Mitchell
    - Arizona State University, College of Technology & Innovation
- California
  - Central
    - Michael Adams
      - Clara Unified School District
  - Northern
    - Jill Wilker
      - Playing Big Learning
- Colorado
  - Katherine Ashenburg
    - Colorado Robotics Excelling at Science and Technology

**Other Locations**
- Delaware
  - Teshenia Hughes
    - Eric Cheek
    - Delaware State University
- Hawaii
  - Lani Araiki
    - Hawaii FIRST LEGO League
- Idaho
  - Timothy Ewers, Ph.D.
    - Robin Baumgartner
      - Extension 4-H, University of Idaho
- Illinois
  - Mary Buchanan
    - Thomas Klausmeier
      - OSU-Illinois
- Indiana
  - Carol Dostal
    - College of Engineering, Technology and Computer Science
- Iowa
  - Camille Schneider
    - College of Engineering, Iowa State University
- Kansas
  - Liberal
    - Ramie Weltzinger
    - Mid-America Air Museum
- Kentucky
  - Manitowoc
    - FEST (Feeling and Enjoying Science & Technology Organization)
- Louisiana
  - Carol Cancienne
    - Arnetta Dentling
      - LSU, Inc., Building Louisiana Science and Technology
- Maryland
  - Bill Duncan
    - STEMaction, Inc.
- Michigan
  - Cindy Nader
    - Gail Ajert
      - FIRST in Michigan
- Minnesota
  - Cheryl Moskier
    - High Tech Kids
- Mississippi
  - Eddie Mooney
    - Robotics Alliance of Mississippi
- Missouri
  - Kansas City
    - Olynn Genetic
      - NSC STEM Alliance
2016 FIRST ROBOTICS
COMPETITION

The following organizations partner with FIRST to implement the FIRST Robotics Competition program in a specified region.

Australia
Macquarie University

Canada
FIRST Robotics Canada

Israel
FIRST Israel

Mexico
Fundacion Arvensis

United States

Arizona
AZFIRST

Arkansas
Arkansas FIRST

Colorado
Colorado FIRST

Florida
Florida FIRST Robotics Education Foundation, Inc. (FFREF)

Georgia
Georgia FIRST Robotics Inc.

Hawaii
Friends of Hawaii Robotics

Idaho
Rocky Mountain Robotics

Illinois
FIRST Illinois Robotics

Indiana
Indiana FIRST

Louisiana
FIRST Louisiana-Mississippi, Inc.

Michigan
FIRST in Michigan (FIM)

Mid-Atlantic Region
Mid-Atlantic Robotics, a NJ Non-Profit Corp. (MAR)

Missouri
Kansas City FIRST, LLC

Oregon
FIRST in Oregon

Pennsylvania
Pennsylvania FIRST Robotics

Rhode Island
Out of Reach Robotics

South Carolina
Palmetto Partners for Science and Technology

Tennessee
TNFIRST, LLC

Texas
FIRST in Texas

Utah
FIRST Utah

Virginia
FIRST Robotics in Virginia

Washington
Washington, DC FIRST Robotics

Washington, Oregon
Washington FIRST Robotics
Expanded program participation and mission successes continued in fiscal year 2016 with continued, balanced growth in operating revenues and expenses, including additional investments in our Youth Protection Program, Information Technology, Program Evaluations, and our Diversity & Inclusion Program. Contributions remained strong, as many individuals, small businesses, corporations — including over 200 of the Fortune 500 companies — and foundations maintained or increased their support, while new sponsors joined FIRST. This support provided meaningful experiences to hundreds of thousands of youth engaged in the FIRST Participation Programs.

As noted in the chart, and in keeping with longtime practices, FIRST continues to apply the maximum percentage of funds possible to directly benefit FIRST participants. Included within the growth of programs are significant investments in infrastructure enhancements, including those noted above.

FIRST achieved its eleventh consecutive four-star rating from Charity Navigator, certify our continued commitment to accountability, transparency, and sound fiscal management. This consecutive rating places FIRST in the top 1% of the U.S. charities annually evaluated by Charity Navigator.

**Financials**

**STATEMENTS OF ACTIVITIES**

<table>
<thead>
<tr>
<th>JUNE 30, 2016</th>
<th>JUNE 30, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues and other support: Program registration fees</td>
<td>$26,625,176</td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>15,782,543</td>
</tr>
<tr>
<td>Other income, net of expenses of $98,515 in 2016 and $99,089 in 2015</td>
<td>934,573</td>
</tr>
<tr>
<td>Special event income, net of expenses of $434,286 in 2016</td>
<td>483,884</td>
</tr>
<tr>
<td>Special project (loss) income, net of expenses of $1,196,117 in 2015</td>
<td>17,990</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>22,253,335</td>
</tr>
<tr>
<td>Total revenues (losses) and other support</td>
<td>66,067,481</td>
</tr>
</tbody>
</table>

**Expenses**

| FIRST Robotics Competition | 38,645,515 | 39,493,796 |
| FIRST LEGO League and FIRST LEGO League Jr. | 7,065,617 | 6,024,042 |
| FIRST Tech Challenge | 6,888,798 | 3,832,813 |
| FIRST Place | 6,985 | 14,881 |
| Net cost of building space occupied by unrelated not-for-profit organizations | 356,648 | 1,448,648 |
| General, administrative and supporting services, and fundraising | 8,584,578 | 7,688,961 |
| Operation of FIRST facilities | 416,527 | 437,912 |
| Depreciation | 654,200 | 532,434 |
| Total expenses | 64,199,826 | 58,281,464 |
| Operating surplus | 1,867,655 | 1,010,450 |

**STATEMENTS OF FINANCIAL POSITION**

**Assets:**

| Cash and cash equivalents* | 17,029,618 | 15,485,707 |
| Short-term investments | 11,000,000 | 8,250,000 |
| Pledges, receivables, program supply inventory, and other assets | 12,684,582 | 10,804,438 |
| Net property, plant, and equipment | 5,060,032 | 4,524,283 |
| Total assets, end of year | 45,774,232 | 39,064,428 |

**Liabilities and net assets:**

| Total liabilities, end of year | 3,095,896 | 2,376,582 |
| Net assets: Unrestricted | 24,634,811 | 22,777,156 |
| Temporarily restricted | 18,043,525 | 13,910,690 |
| Total net assets, end of year | 42,678,336 | 36,687,846 |
| Total liabilities and net assets, end of year | $ 45,774,232 | $ 39,064,428 |

*For each of the two fiscal years summarized above, FIRST received unmodified (unqualified) opinions from its independent auditors, Bennett & Co.

**Leadership**

**Board of Directors**

Robert K. Ortberg - Co-Chair President & Chief Executive Officer Boeing, retiring
Robert M. Tall - Co-Chair General Partner 1948 Associates
John E. Abele - Vice Chair Founding Chairman, Retired Boston Scientific Corporation
Donald E. Bossi - Secretary President FIRST
Dean Kanem - Founder President DECA Research & Development Corporation
Urash M. Burns Chairman of the Board Xerox Corporation
Dr. Robin N. Cogar Dean, College of Engineering North Carolina A&T State University
David Coons Senior Operating Executive Pegasus Capital Advisors
Walter P. Havasen Jr. Chief Executive Officer, Retired Science Applications International Corporation (SAIC)
Dr. Paul E. Jacobs Executive Chairman of the Board Qualcomm Incorporated
Muller Kant Chairman of the Board & Chief Executive Officer The Coca-Cola Company
Dr. Laurie Laskin President Ultraviolet Parylene Institute
John H. Lynch Former Governor State of New Hampshire
Shel S. McGrath Chief Executive Officer & Director Avon Products, Inc.
Scott McKay Executive Vice President of Business & Product Strategy Genworth Financial
Denis A. Mullenburg Chairman, President, & Chief Executive Officer The Boeing Company
Robert L. Parkinson, Jr. Chairman Emeritus Baxter International Inc.
Myron Oland E. Ullman, III Chairman & Chief Executive Officer, Retired JCFerry

**Honorary Directors**

Paul A. Alfiero FIRST Chairman, 1965–2000
Chairman & Chief Executive Officer, Retired Xerox Corporation
J.T. Battenberg III Chairman & Chief Executive Officer, Retired Delph Corporation
Francisco J. Castan Executive Vice President, Retired Chryler Corporation
L. John Dear III Partner Kaner Perkins Canfield & Byers
Gary L. Trickler Chairman of the Board, Retired Motorola, Inc.
James R. Stalk, Jr. FIRST Chairman, 2000–2002
Corporate Merchants & Acquisitions Officer, Retired Johnson & Johnson

**Senior Advisors**

Dr. Shirley Ann Jackson President softball Polytechnic Institute
Kaj Mikkelsen Chief Executive Officer, Retired LEGO Foundation & KIBRI A/S
Gordon Kennedy Chairman of the Board, Retired NASA
Dr. William P. Murphy, Jr. Founder Cora Corporation
Steve Sanghie Chief Executive Officer, Retired Amgen, Inc.

**Executive Advisory Board**

Dr. Woodrow Flowers - Co-Chair & Distinguished Advisor
Pappadakis Professor Emeritus of Mechanical Engineering Massachusetts Institute of Technology
Dr. Robin N. Coger
Executive Vice President, Retired Rockwell Automation, Inc.

**Leadership Team**

Donald E. Bossi President FIRST
Steve Sanghie Vice President, Programs FIRST
Terry Durkin Vice President, Finance FIRST
Mark Giordono Vice President, Development FIRST
Mark Greenstein Chairman, Strategy and Impact FIRST
Roseann Thompson Executive Director, Volunteer Resource, and Youth Protection FIRST

**For the board of directors, include the following fields:**
Name, Title, Company, and Email.

**For the financial information, include the following fields:**
- Total assets, end of year
- Total liabilities, end of year
- Net assets, unrestricted
- Temporarily restricted
- Total net assets, end of year
- Total liabilities and net assets, end of year

**For the executive advisory board, include the following fields:**
Name, Title, Company, and Email.

**For the leadership team, include the following fields:**
Name, Title, Company, and Email.

**For the financial statements, include the following fields:**
- Revenues and other support: Program registration fees
- Contributions and grants
- Other income, net of expenses of $98,515 in 2016 and $99,089 in 2015
- Special event income, net of expenses of $434,286 in 2016
- Special project (loss) income, net of expenses of $1,196,117 in 2015
- Net assets released from restrictions
- Total revenues (losses) and other support
- Total expenses
- Operating surplus
- Total assets, end of year
- Liabilities and net assets
- Total liabilities, end of year
- Net assets, unrestricted
- Temporarily restricted
- Total net assets, end of year
- Total liabilities and net assets, end of year

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**For the executive advisory board, include the following fields:**
Name, Title, Company, and Email.

**For the leadership team, include the following fields:**
Name, Title, Company, and Email.
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.”
Dean Kamen, Founder

Mission

To inspire young people to be science and technology leaders, by engaging them in exciting Mentor-based programs that build science, engineering, and technology skills, that inspire innovation, and that foster well-rounded life capabilities including self-confidence, communication, and leadership.

Impact

TRANSFORMING OUR CULTURE
FIRST® participation is proven to encourage students to pursue education and careers in STEM-related fields, inspire them to become leaders and innovators, and enhance their 21st century work-life skills.