

PRESS RELEASE



TECHSOURCE®

FOR IMMEDIATE RELEASE

April 7, 2025

TechSource Becomes 100% Employee-Owned Company

Los Alamos, NM. TechSource, Inc., a premier provider of expertise in nuclear science and engineering, national security, and complex technical solutions, is pleased to announce its transition to employee ownership via adoption of an Employee Stock Ownership Plan (ESOP).

Founded in 1997 by Drs. Tom Ward and Pierre Grand, TechSource has grown into a leader in its field, with over 500 senior-level scientists, engineers, and industry leaders supporting critical national security programs, nuclear nonproliferation efforts, and weapons modernization initiatives.

TechSource President and Chief Operating Officer, Jeff Giangli, highlighted the significance of the ESOP, stating, "This decision aligns with our commitment to our employees and the future of the company, enabling us to preserve the leadership and vision set by Chief Executive Officer and Chairman, Brian D'Andrea. We're proud to empower and reward our team with employee ownership, enabling them to share in the company's growth while contributing to the expertise and innovation our clients expect."

An ESOP enables employees to take full ownership of the company through stock allocations, creating a direct stake in the company's success and future growth. "Sharing ownership is a natural extension of TechSource's collaborative culture, where each individual contributes to the company's success while securing their financial future," stated Quinn Wingerd, Senior Vice President and Chief Financial Officer.

"Trust and expertise inspire everything we do," added Barry Shulock, VP and General Counsel. "Transitioning to an ESOP reinforces our culture while increasing confidence that we will remain focused on our client missions. Partnering with Lazear Capital Partners (Lazear) aligned perfectly with the values that have driven our success. Forming an ESOP creates a pathway to secure the future of our company and employees."

Lazear, a leading investment bank specializing in ownership transitions through ESOP and Mergers & Acquisitions (M&A) advisory services, served as the exclusive advisor to TechSource for this transaction. Doug Janowski and Josh Zeidman, managing directors at Lazear, led the ESOP process from start to its successful conclusion.

TechSource becomes part of a growing network of over 6,500 U.S. businesses with ESOPs, collectively employing nearly 14 million employee-owners. Research indicates that companies with employee ownership tend to outperform others in their industry and offer superior retirement benefits compared to businesses without an ESOP.

About TechSource

TechSource, Inc. is a premier provider of science, engineering, and technology expertise, services, and solutions for over 25 years. We leverage the decades of experience and expertise of each of our 500+ senior-level engineers, scientists, and leaders from the national laboratories, federal technology programs, and the nuclear industry to drive innovative solutions focused on mission delivery in national security domains. To learn more about TechSource please visit [TechSource-Inc.com](https://www.techsource-inc.com).

Press Contact

For more information, please contact Ms. Carolyn Holland at cholland@techsource-inc.com.

1475 Central Ave., Suite 250, Los Alamos, NM 87544 (Headquarters)
cholland@TechSource-Inc.com | Phone: 505.988.1726 | TechSource-Inc.com