

PRESS RELEASE



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TechSource Undertakes Leadership Shift to Accelerate into the Middle Market

TechSource, Inc. ushers in a new era of leadership effective October 1, 2025. After 19 transformative years as CEO, V. Brian D'Andrea relinquishes his CEO duties to focus solely on his role as Chairman of the Board, where he will continue to guide the company's vision and strategic direction. Stepping into the CEO and President role is Jeffrey Giangliuli, a proven leader with a history of driving innovation and success in his previous role as TechSource's President and COO. This leadership transition marks a new chapter of growth, innovation, and employee-ownership as TechSource builds on its legacy of excellence to redefine the future.

Since becoming CEO in 2006, Mr. D'Andrea has led TechSource through an era of unprecedented success. Under his leadership, the company has grown revenue from \$5M to \$105M annually, expanded the team from 33 employees to more than 479, and grew from a single office to seven locations across the nation. During his tenure, TechSource has earned numerous accolades, including DOE Small Business of the Year, SBA Businessperson of the Year, Top Workplace, and eleven appearances on the Inc. 5000 list of fastest-growing companies. Mr. D'Andrea's strategic vision and commitment have been instrumental in establishing TechSource as an industry leader.

"It has been a honor to be entrusted with the leadership of TechSource and work with such an exceptional and dedicated team," said Mr. D'Andrea. "As I continue in my role as Chairman, I am excited to focus on driving our long-term strategic vision, exploring groundbreaking markets like space and energy, and supporting Jeff in leading the company to even greater success. I have full confidence in his leadership and unwavering commitment to our people and our mission."

As Chairman, Mr. D'Andrea shifts from daily operations to strategic oversight, focusing on long-term growth initiatives, key partnerships, innovations, and overall corporate governance. His continued guidance will be vital as the company expands into new and emerging sectors and providing fiduciary oversight for the TechSource Employee Stock Ownership Plan.

Mr. Giangliuli steps into the CEO role with extensive experience, having successfully driven key operational and strategic initiatives in his years with TechSource, as well as decades of leadership experience within the middle market. A strong advocate for the company's culture, he has played a pivotal role in building a foundation for sustainable growth. As CEO and President, Mr. Giangliuli will now oversee all company operations, with the COO role retired and operational responsibilities transitioned to the corporate leadership team.

"I'm honored to take on the role of CEO and build on the remarkable foundation Brian created," said Mr. Giangliuli. "TechSource is at the brink of an exciting new chapter, and I'm committed to driving our high-performing team forward as we break into new mission spaces, fuel innovation, and deliver unmatched value. Our unwavering commitment to respect, excellence, and integrity will continue to guide everything we do."

This planned transition underscores TechSource's commitment to sustained growth, customer satisfaction, and delivering unparalleled value to its employees, partners, and clients. We thank Mr. D'Andrea for his years of steadfast leadership and know Mr. Giangliuli will lead us well at the helm.

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.