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FOR IMMEDIATE RELEASE**TSi ANNOUNCES CEO SUCCESSION PLAN: WAYNE SMITH, PRESIDENT, TO SUCCEED DARRYL KEELER AS CEO IN 2026
KEELER TO CONTINUE AS EXECUTIVE CHAIRMAN OF THE BOARD**

ATLANTA, GA – January 5, 2026 - Tech Systems, Inc. (TSi), a 100% employee-owned leader in security systems integration and managed services, announced today that Founder, Chief Executive Officer, and Chairman of the Board Darryl Keeler has transitioned into the role of Executive Chairman of TSi while maintaining his role as Chairman of the Board. President Wayne Smith will assume the combined role of President and Chief Executive Officer, effective immediately.

This leadership transition reflects TSi's long-term strategic plan, its commitment to Evergreen leadership principles, and its continued focus on delivering guaranteed system functionality, exceptional customer service, and innovative security solutions to clients across the country.

Keeler, who joined TSi in 1989 and guided the company through nearly four decades of growth, will continue to shape the organization's strategic direction in his new role as Executive Chairman. As the architect of TSi's culture and the pioneer behind its F.O.C.U.S.™ service model, Keeler will remain actively involved in long-range planning, board governance, and leadership mentorship.

"The secret to TSi's success has always been the culture," said Keeler. "By leaving the CEO role in Wayne's capable hands, I will be able to focus almost exclusively on the company culture as the Executive Chairman. I'm genuinely excited to dig into that work and ensure that the culture at TSi continues to be focused on extraordinary customer service."

Smith, who joined TSi in 2006 and has served as President since 2015, brings more than 30 years of experience in security operations, information technology, and organizational leadership. As CEO, Smith will oversee the company's strategic initiatives, national operations, and continued investment in employee ownership, quality standards, and innovation including AI readiness, cybersecurity alignment, and managed services growth.

"The DNA of TSi will remain unchanged," said Smith. "Our reputation and success have always been based on our commitment to fanatical customer service. While Darryl and I might get to our decisions through different processes, we always get to the same answers. I'm incredibly proud of what we have accomplished, but believe our biggest successes are still ahead of us."

The leadership transition follows a period of significant company advancement, including the achievement of ISO 9001 and ISO 27001 certifications, and most recently ISO 42001 certification in June 2025 for responsible AI management. These milestones reflect TSi's commitment to quality, information security, and the evolving technology landscape.

For nearly four decades, TSi has delivered guaranteed functionality and service excellence to clients in industries such as finance, healthcare, manufacturing, education, and critical infrastructure. The company's Evergreen philosophy, which prioritizes long-term thinking, people development, and enduring relationships, continues to guide every decision.

With this transition, TSi reinforces its commitment to responsible growth, exceptional customer experiences, and a thriving culture driven by its employee-owners.

To learn more about TSi and its innovative approach to integrated security solutions, visit www.techsystemsinc.com.

