

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT

PURSUANT TO SECTION 13 OR 15(d) OF
THE SECURITIES EXCHANGE ACT OF 1934

Date of Report (Date of earliest event reported): October 8, 2026

PC Connection, Inc.

(Exact Name of Registrant as Specified in Charter)

Delaware	0-23827	02-0513618
(State or Other Jurisdiction of Incorporation)	(Commission File Number)	(IRS Employer Identification No.)
730 Milford Road Merrimack, NH		03054
(Address of Principal Executive Offices)		(Zip Code)

Registrant's telephone number, including area code: 603-683-2000

N/A

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.01 par value	CNXN	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 14, 2026, PC Connection, Inc. (the “Company”) announced that Matthew Zafirovski joined the Company as President and Chief Operating Officer effective October 12, 2026.

Prior to joining the Company, Mr. Zafirovski, 41, served as Chief Executive Officer of Tusker, a full-service technology solutions provider, from 2022 to 2026, after previously serving as Chief Operating Officer of Tusker from 2020 to 2022. Mr. Zafirovski has also held leadership roles with Groupon, Apple, McKinsey & Company and Meadowood Associates. He earned an MBA from Northwestern University’s Kellogg School of Management and a bachelor’s degree in public policy from Duke University.

In connection with his appointment, the Company entered into an offer letter with Mr. Zafirovski, dated October 8, 2026 (the “Offer Letter”).

Mr. Zafirovski’s annual base salary will be \$700,000, and he will be eligible to participate in the Company’s Executive Bonus Plan at a basic rate of 100% of base salary, subject to performance-based acceleration tables. Additionally, Mr. Zafirovski will be granted 25,000 restricted stock units entitling him to receive an equal number of shares of the Company’s common stock, such restricted stock units to vest at a rate of 25% per year, beginning with the first anniversary of the date of grant.

Pursuant to the terms of the Offer Letter, in the event Mr. Zafirovski’s employment is terminated by the Company for any reason other than death, disability, or cause, he is entitled to receive severance payments in an amount equal to his base salary at the rate in effect on the date of termination (the “Termination Date”) for a period of (i) six months or (ii) until such time as he secures other employment, whichever is shorter.

The foregoing description of the Offer Letter is qualified in its entirety by reference to the Offer Letter, which is filed as Exhibit 10.1 to this Current Report on Form 8-K and incorporated herein by reference.

In connection with Mr. Zafirovski’s appointment, Timothy J. McGrath ceased serving as President of the Company, effective October 12, 2026. Mr. McGrath continues to serve as the Company’s Chief Executive Officer.

On October 12, 2026, PC Connection, Inc. a Delaware corporation (the “Company”), appointed Matt Zafirovski as Chief Operating Officer, effective October 12, 2026.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

Exhibit No.	Description
10.1	<u>Offer Letter between PC Connection, Inc. and Matthew Zafirovski, dated October 8, 2026.</u>
99.1	<u>Press Release issued by PC Connection, Inc. on October 14, 2026.</u>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: October 14, 2026

PC CONNECTION, INC.

By: /s/ Thomas C. Baker

Thomas C. Baker

Senior Vice President, Chief Financial Officer &
Treasurer

October 8, 2026

Matt Zafirovski
1299 Trapp Lane
Winnetka, IL 60093

Dear Matt,

Welcome to Connection! We are pleased to confirm our offer of employment to join our Company as President and Chief Operating Officer working out of our Merrimack, NH facility beginning on October 12, 2026. You will report to Tim McGrath, CEO.

Your starting base salary will be \$700,000 annually or \$26,923 per biweekly pay period. The President and Chief Operating Officer position has a pay class of salaried and is exempt from overtime pay. As such, you will be paid a fixed salary, and you will not receive overtime pay for hours worked over 40 per week. At Connection, the pay week runs Saturday through Friday. The pay period is comprised of two pay weeks. Pay day is biweekly on Friday following the end of the pay period. The salary for your first pay period may be prorated dependent upon your start date.

In addition, you will be eligible to participate in the 2026 Executive Bonus Program with an incentive target of 100% of your base salary which will be prorated to your hire date. Bonus payouts are determined in Quarter one of the following years and are payable on or before mid-March of 2027.

In anticipation of your contributions to the continued growth and success of the Company and your senior managerial role, the Company intends to provide you with 25,000 Restricted Stock Units, which will vest over four years in increments of 25%, beginning one year after the grant date. This grant will be issued to you under the Company's Amended and Restated 2020 Stock Incentive Plan.

In the event the Company terminates your employment for any reason other than cause, death or disability, you will receive severance pay at the base salary level then applicable to you, for up to six (6) months or until you find subsequent employment, whichever is earlier. Payment of severance is subject to you signing the Company's standard separation agreement and release of claims.

Orientation. You will participate in New Employee Orientation via teleconference for the next scheduled monthly hiring class. Stay tuned for more detail.

Benefits. Connection has an excellent benefits package, including but not limited to a choice of medical and dental plans, Fidelity Investments 401(k) plan, life and accidental death insurance, short-term and long-term disability insurance, vacation and holiday benefits, and an educational reimbursement program. As an employee of Connection, you will receive ten (10) paid holidays determined by the annual Company policy. You can accrue fifteen (15) days per calendar year for a full calendar year of employment; however, for your first year, this amount will be prorated based on your date of hire. Vacation time increases with years of service per Company policy. All employee benefits are subject to periodic Company review and can be changed without notice. Details of these plans will be presented during orientation.

Outside Board Service. The Company acknowledges and approves your existing service on the boards of Golden Apple Foundation for Excellence in Teaching and Storr Office Environments, and you may continue to fulfill your existing commitments to those organizations. You may also serve on other boards in the future, provided that the Company's Board of Directors is made aware of such service and such service does not create a conflict of interest with the Company or materially interfere with or detract from the time and attention required for the performance of your duties to the Company. This provision is specifically intended to amend and supplement the terms of your separately executed Employment Agreement with respect to outside board service and, to the extent of

any conflict or inconsistency between this provision and the Employment Agreement concerning such service, this provision will control.

PRE-EMPLOYMENT OBLIGATIONS

Employment Agreement. As a condition of your employment, Connection requires that you agree to the terms of its Employee Agreement. You may review the Employee Agreement which will be sent to you along with this offer letter. The Employee Agreement must be executed as a condition of employment. You will be considered an “employee-at-will” and nothing in this letter, or any other Connection document, is intended to create an employment contract, unless it explicitly states to the contrary. In addition, please note that all insurance plans and policies and Company procedures are subject to change, without notice.

Confidentiality Agreement. As a condition of your employment, Connection requires that you agree to the terms of its Confidentiality Agreement. A copy of the Confidentiality Agreement will be sent to you separately via email as well as presented for your signature on your first day of employment. You will be considered an “employee-at-will” and nothing in this letter, or any other Connection document, is intended to create an employment contract, unless it explicitly states to the contrary. In addition, please note that all insurance plans and policies and Company procedures are subject to change, without notice.

Background Investigation and References. This employment offer is contingent upon the successful completion of a background investigation, reference check, and proof of your identity and authorization to work in the United States, as required by federal law. Receipt of an unsatisfactory background investigation may jeopardize your employment with Connection.

I-9 Employment Eligibility Verification. Please review the Immigration Reform and Control Act (IRCA) information on the Career Center and be prepared to present the requested documentation on your first day of employment. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Connection provides the Social Security Administration and, if necessary, the Department of Homeland Security with information from each new employee’s Form I-9 to confirm work authorization. Please visit the Career Center to complete Section One of your eI-9 Compliance Screening. In the event you are not able to complete the screening prior to your first day of employment, you will have an opportunity to complete the screening on orientation day.

You hereby represent and warrant to Connection that your employment with Connection will not breach or be in conflict with any other agreement to which you are a party or are bound, and that you will not violate any restrictive covenants or other duties owed to third parties during your employment with Connection.

You expressly agree that you will abide by all applicable provisions of any employment-related agreement with your current employer and that under no circumstances will you use or disclose any confidential information or materials belonging to those entities during the course of your employment with Connection. You further covenant that you have not taken, copied, forwarded to third parties, or otherwise misappropriated any documents or materials belonging to any former employer. Your strict adherence to all the foregoing covenants shall be an express condition of your continuing employment with Connection.

Matt, this offer will expire on October 9, 2026, and assumes a start date of October 12, 2026. If you elect to accept this offer, please send it back with all the completed attachments fully executed as applicable. Connection is an organization that has already built an outstanding reputation for excitement, innovation and quality. We look forward to your acceptance of our offer and becoming part of the team.

Sincerely,



Timothy McGrath
President & CEO

Offer Accepted:

Matthew D. Zafirovski
Matthew D. Zafirovski (Oct 8, 2026 09:10:37 CDT)

10/08/2026

October 12 2026

Signature

Date

Start Date

730 Milford Road ■ Merrimack, NH 03054 ■ Main: 603.683.2000 ■ www.connection.com



FOR IMMEDIATE RELEASE
Corporate Communications Contact:
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Investor Relations Contact:
Thomas Baker, 603.683.2505
Senior Vice President, CFO, and Treasurer
tom@connection.com

Matt Zafirovski Joins Connection as President and Chief Operating Officer

Merrimack, NH—October 14, 2026—Connection (PC Connection, Inc.; NASDAQ: [CNXN](#)), a leading provider of information technology solutions to business, government, healthcare, and education markets, is pleased to announce that Matt Zafirovski has joined the Company as President and Chief Operating Officer, effective October 12, 2026, reporting to Timothy McGrath, Chief Executive Officer. McGrath, who previously served as President and Chief Executive Officer, will continue to serve as the Company's Chief Executive Officer. "Matt is a proven leader with broad experience across technology, operations, strategy, and business transformation," said Timothy McGrath. "His customer-focused approach, history of building high-performing teams, and ability to scale organizations make him an outstanding addition to our leadership team. We look forward to working together as Connection continues to execute its strategy, drive growth, and create long-term shareholder value."

"I am honored to join Connection at an important point in the Company's growth," said Zafirovski. "Connection's strong customer relationships, talented team, and commitment to simplifying complex technology challenges provide a compelling foundation for the future. I look forward to partnering with Tim and the leadership team to build on that momentum and deliver sustainable value with a focus on our customers, employees, and partners."

Zafirovski brings more than 15 years of leadership experience across technology, consulting, global operations, and business transformation. Most recently, he served as Chief Executive Officer of Tusker after previously serving as its Chief Operating Officer. At Tusker, a national IT solutions and services provider, Zafirovski helped nearly double revenue by driving organic growth, executing strategic acquisitions, and expanding services. He brings that proven record to Connection to help accelerate growth, scale capabilities, and drive stronger profitability. Earlier, he held leadership and advisory roles with Groupon International, McKinsey & Company, Apple, Meadowood Associates, and Chicago Public Schools. He earned an MBA from Northwestern University's Kellogg School of Management and a bachelor's degree in public policy from Duke University.

About Connection

Connection, a Fortune 1000 company, calms the confusion of IT by delivering customers industry-leading technology solutions to enhance growth, elevate productivity, and empower innovation. Since 1982, Connection has set new standards for customer service and loyalty, earning the industry's highest accolades. The Company offers expertise across multiple technology areas, including AI, cybersecurity, data center, digital workspace, multicloud, and technology services.

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