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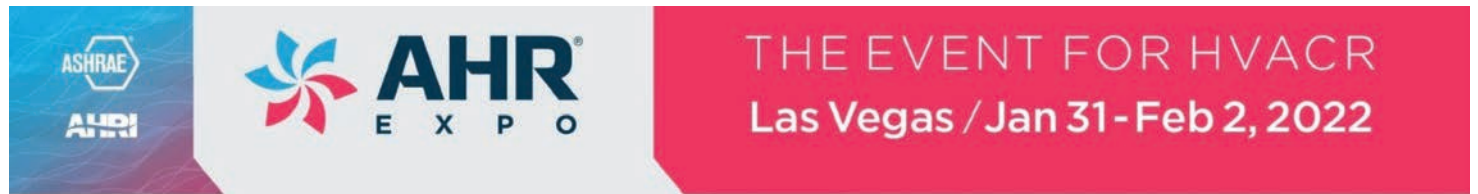
JANUARY 2022 Serving the HVACR and Plumbing Industries Established in 1986 Vol. 36, No 1

Rudy Trevino Celebrating 60 years at Insko Distributing



Insko Distributing thanks Rudy Trevino for his commitment and dedication to Insko Distributing. For the past 60 years, Rudy has been an outstanding mentor, leader, and friend to many. He has made a profound impact on Insko and all who have known and worked with him including customers, vendors, and employees.

After graduating from the University of Texas, Rudy was hired by his uncle, Bob Trevino, in January 1961. Rudy would work to become the President and Owner of Insko Distributing, leading Insko's growth to be one of the largest independently owned HVAC distributors in the region, growing from four branches to thirty-four. Throughout the past 60 years he has helped shape Insko into what it is today: an award-winning distributor. Insko is honored to have such a strong and compassionate leader and we look forward to Rudy's leadership for many years to come.



HARDI 2021 Annual Conference: Motion Highlights



Columbus, Ohio – Heating, Air-conditioning & Refrigeration Distributors International (HARDI) wrapped up their Annual Conference in Palm Desert last Tuesday, December 7th.

After cancelling our 2020 in-person conference due to the pandemic, members of the association were able to come back together for an in-person meeting. The event welcomed 401 wholesaler attendees from 153 member companies for a grand total of 1,525 attendees from 578 member companies present at the event. The booth program sold out with 241 vendors participating.

Popular speakers included Anirban Basu, Chairman and CEO of Sage Policy Group,

Inc. and regular HARDI Market Intelligence contributor. Basu's session, "The Chamber of Data" presented a Harry Potter themed presentation and why the industry will overcome these challenges and continue to grow next year. Another crowd favorite was communications expert, Ryan Avery. Avery's session "How to Grow Your Leadership Team" presented attendees with useful tips and tricks to be a better leader and help keep their teams engaged.

In addition to the main stage presenters, the conference featured several sessions that provided a look into HARDI's 2021 State of the Channel report findings. The Voice of Supplier, Voice of Contractor, Voice of Technician,

and multiple refrigeration sessions gave attendees a look at the association's yearlong research initiatives. The final 2021 State of the Channel report will be available in January 2022 for purchase and will provide a much more detailed look at top-of-mind industry matters and the HVACR market performance.

HARDI also used the Annual Conference to introduce new Directors for 2022.

- New Chairwoman of the Board: Rhonda Wight, Refrigeration Sales Corp
- Dale Norton, Meier Supply Co., Inc.
- DeWight Wallace, Nu-Calgon
- Randy Roberts, Rheem

Manufacturing Company

The HARDI Board approved the addition of a second supplier member seat which will be added starting in 2022.

"We were all very excited to put together such an impactful event after having to skip our 2020 Annual Conference," said HARDI Marketing & Sales Director, Chris DeBoer. "The chance to see members coming together and reconnecting was incredible. The number of conversations that took place and the amount of information sharing that occurred was also really inspiring."

Next year's Annual Conference will take place in Houston, Texas at the Marriott Marquis, December 3-6, 2022.

Johnstone Supply South Vendor Days



Pictures on page 13 & B5.

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HVAC Excellence 2022 National HVACR Educators and Trainers Conference

HVAC Excellence is pleased to announce the 2022 National HVACR Educators and Trainers Conference is returning to an in-person event on March 21-23, 2022 at the South Point Hotel in Las Vegas, Nevada. While we have learned a great deal about remote learning, we also learned that not everything can be taught online, especially in a hands-on industry.

The conference offers over seventy lectures, roundtables, panel discussions, and hands-on courses for those involved in training the HVACR workforce. During the event, you can visit with manufacturers, publishers, authors, trade associations and other groups who can assist you with keeping the training you offer current and relevant. When not busy in the classroom or exposition hall, the conference offers a priceless opportunity to network with others who share your passion for educating the

incumbent and future workforce.

This year’s theme “Training for Essential Critical Infrastructure Workforce Instructors” brings to light how the HVACR industry was one of a few sectors declared essential during the pandemic. Indoor air quality, vaccine distribution and storage, virus containment, and data center temperature control, all fall under the vast umbrella of HVACR technician responsibilities. This illustrates how the HVACR industry is much bigger than many realize, as it plays an essential role in the health and safety of our society.

This year’s event will look different than those previously offered, with in-person and online registration options. We invite you to review the full schedule of events, conference details, and register for the conference at <https://www.escogroup.org/hvac/nhetc/eventschedule.aspx>

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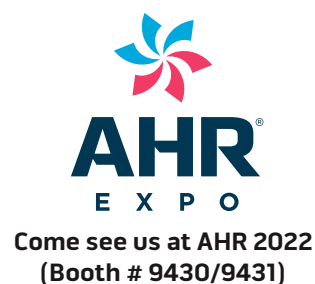


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Construction Jobs Exceed Pre-Pandemic Level Only 18 States and D.C. as Firms Struggle to Find Qualified Workers to Keep up with Demand

Texas, Louisiana Have Worst Losses Since February 2020, While Florida, South Dakota Top Gainers Louisiana Registers Worst One-Month Job Losses, While Florida, Montana Lead the List in November

Only 18 states and the District of Columbia have added construction jobs since just before the start of the pandemic in February 2020 despite a pickup in most states from October to November, according to a new analysis of federal employment data released today by the Associated General Contractors of America. Association officials said one reason employment is below pre-pandemic levels in many parts of the country is the lack of available workers to hire.

“Construction activity has picked up in recent months but still has not reached the employment levels of early last year in most of the country during what has become a very tight labor market,” said Ken Simonson, the association’s chief economist. “If contractors had found enough qualified workers, more states would have recovered

fully by now from the pandemic-induced job losses,” he added, noting that job openings at the end of October exceeded the number of workers hired into the industry that month.

From February 2020—the month before the pandemic caused projects to be halted or canceled—to last month, construction employment decreased in 32 states and increased in only 18 states and D.C. Texas shed the most construction jobs over the period (-42,600 jobs or -5.5 percent), followed by New York (-39,700 jobs, -9.7 percent), California (-23,100 jobs, -2.5 percent), and Louisiana (19,800 jobs, -14.5 percent). The largest percentage losses were in Louisiana, Wyoming (-13.1 percent, -3,000 jobs), and New York.

Florida added the most construction jobs since February 2020 (8,700 jobs, 1.5 percent), followed by Utah (8,200 jobs,

7.2 percent), and Washington (6,200 jobs, 2.8 percent). The largest percentage gains were in South Dakota (10.5 percent, 2,500 jobs), followed by Idaho (8.7 percent, 4,800 jobs), and Utah.

From October to November construction employment decreased in 13 states, increased in 36 states and D.C., and was unchanged in Kansas. Louisiana lost the most jobs (-2,200 jobs, -1.8 percent), followed by North Carolina (-1,900 jobs, -0.8 percent) and New Jersey (-1,800 jobs, -1.2 percent). Louisiana also had largest percentage decline, followed by Oklahoma (-1.5 percent, -1,200 jobs), New Jersey, and North Carolina.

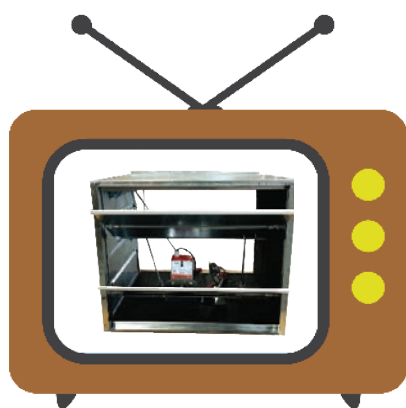
Florida added the most construction jobs between October and November (8,200 jobs, 1.4 percent), followed by Illinois (3,800 jobs, 1.7%) and Texas (3,600 jobs, 0.5 percent). Montana had the largest percentage gain (2.7

percent, 800 jobs), followed by Missouri (2.6 percent, 3,200 jobs) and Vermont (2.1 percent, 300 jobs).

Association officials said labor shortages are undermining the construction industry’s ability to fully recover. They urged public officials to boost investments in career and technical education and other programs that expose more people to construction career opportunities. They added that the association was working with its chapters and member firms to recruit more, and more diverse, people into the industry.

“It is time to stop giving students the incorrect impression that every good career requires a college degree and takes place in an office of one kind or another,” said Stephen E. Sandherr, the association’s chief executive officer.

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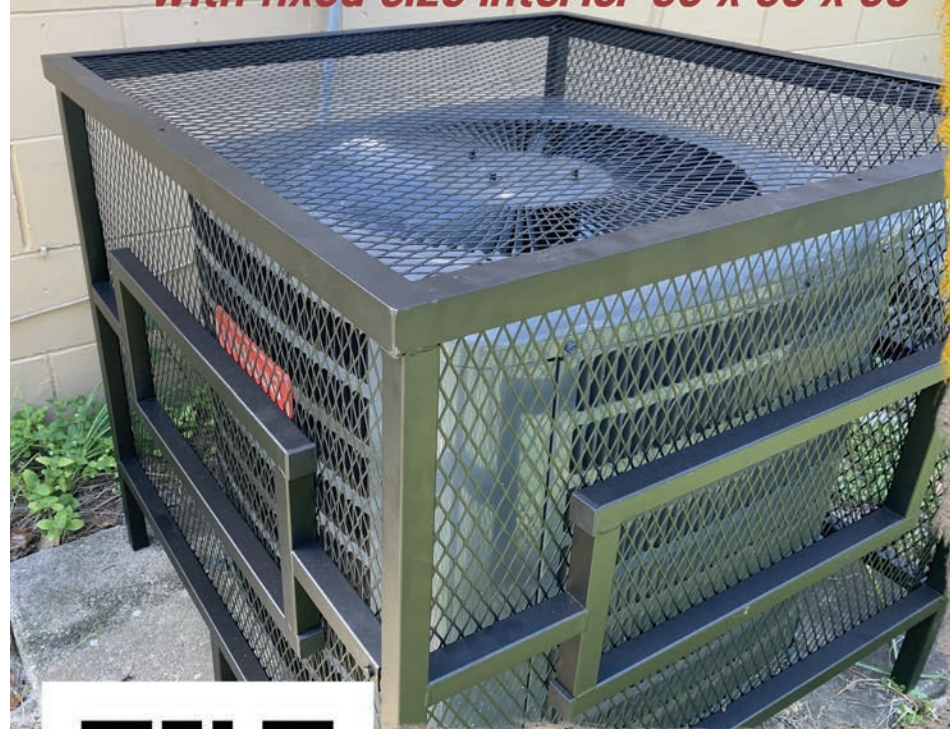


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Share Your Vision

I am a fan of Walt Disney, not just his movies, but his vision and creativity as an entrepreneur. He understood the importance of a clear company vision expressed passionately through stories and ideas, not cold facts and numbers.

When Disney started construction on Disneyland he worked closely with the construction crews mapping out every detail of the park. He envisioned a magical place and wanted everyone who came to the park to feel the magic from their very first step so he insisted they build Sleeping Beauty’s castle first.

The castle was located in the center of the park so it was impractical and expensive to start with the castle but Disney insisted. Why? The castle was the center of the idea, representing all the magic of the park. He believed once it was built others would see the park the way he did and he was right.

So how do you communicate your vision if you don’t have

something as specific as a castle in the center of your business?

Define your company vision

Before you can bring others on board, you need to have a clear vision in your mind. This isn’t busy work but a serious commitment to a future path. To find that vision answer a few simple questions.

- 1. What will your company look like in 5, 10 or 20 years? How many employees, what types of customer, and what services will you offer?
- 2. What do you want to be known for? When people talk about you and your business what’s the first thing most people will say?

As you answer those questions, a picture of the company will emerge. The more specific you are, the clearer the picture becomes. Now you are ready to start sharing your company vision with others.

Sharing your vision

Live the vision. Commit to this

vision of your future completely so everyone around you feels the passion and energy you have for this outcome. If you aren’t excited they won’t be.

Tell a story. People don’t see facts and figures. They won’t visualize a spreadsheet. Bring others into your vision with the story of the business you hope to create, the people you will help, and the changes your company will make in the market place and the lives of the people you touch. As your story brings your vision to life, capturing hearts and minds, it makes it easier for your team to communicate the vision to others.

Practice your elevator speech. You won’t always have time to tell your whole story, so think about constructing an elevator pitch with just the most relevant information. Make it short enough to share in a typical elevator ride, a walk to the parking garage, or waiting in line at the coffee shop.

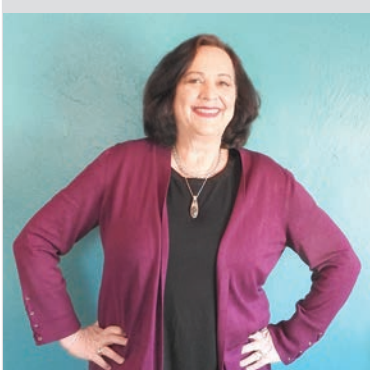
Share, share, and share again. Use written words, podcasts, and video to share your vision, Share your ideas regularly in group meetings and in one-on-one conversations with team members. Use every conversation as an opportunity to transmit information, receive feedback, build support, and create energy around the vision.

Identify other storytellers. As you build out your vision and hope to reach more people the story must be told by others. Identify key players such as people in your organization, stakeholders, or supporters who are great communicators and enlist their help to tell your story as well, or better than you do.

Celebrate as your company vision becomes a reality.

Twenty years ago I envisioned a company built on three values: Creativity, collaboration, and positive energy. While I couldn’t predict all the twists and

turns there would be along the way, the company remained close to that original vision. Our castle, the little white house with the blue shutters, was home to creative, positive people who worked well together and created magic for our clients. That was my vision, what’s yours?



Lorraine Ball

Digital marketing strategist, Lorraine Ball has spent 30 years working with small business owners. She has collected the best of her training, tools and resources in the Digital Toolbox (www.digitaltoolbox.club) She is also the host of More Than a Few Words, a marketing podcast, available wherever you listen to podcasts.



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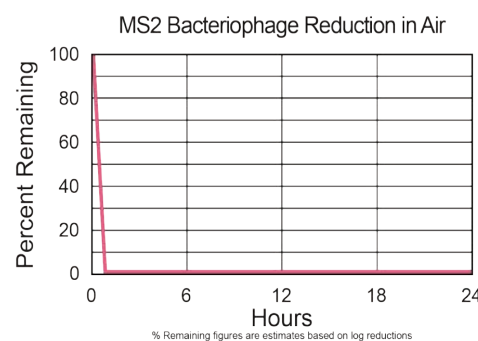
Port of Palm Beach, FL- RGF® Environmental Group, Inc., a leading environmental design and manufacturing company, has released the results of a third-party study that has proven the effectiveness of HALO-LED™ technology in the reduction of MS2 Bacteriophage, a surrogate for SARS-CoV-2 (COVID-19), indoor environments.

There is mounting research to suggest that any microorganism, including viruses, can become airborne. Contaminated material can be aerosolized in many different ways, ranging from wind to human and animal activities such as sneezing, coughing, talking, mechanical processes, etc. If the aerodynamic size of an infectious particle is appropriate, it can remain airborne, come into contact with humans or animals, and potentially cause an infection. Airborne microorganisms can represent major health and economic risks to human and animal populations.

The HALO-LED™ by RGF® is the industry's first LED in-duct, whole home and building air purification system that is both mercury free and verified zero ozone compliant. The HALO-LED™ proactively

treats every cubic inch of air-conditioned space, reducing airborne and surface contaminants and pollutants through bi-polar ionization and revolutionary, patent pending, REME-LED™ technology.

Overseen by Dr. James Marsden, Executive Director of Science and Technology at RGF®, "The effective reduction of airborne virus is a major breakthrough in the battle to control SARS-CoV-2 in indoor environments. As it shows the HALO-LED™ to be effective in combating the MS2 Bacteriophage virus and a valuable solution to immediately improve the Indoor Air Quality of residential and commercial spaces and protect occupants against exposure to the surrogate SARS-CoV-2 virus from this second wave." The studies are ongoing.



The study was conducted at Intertek, an accredited independent microbiology laboratory in Columbus, OH. A HALO-LED™ in-duct air purification device was provided by RGF® Environmental for use in the microbial reduction rate test. The microorganism used in the study was MS2 bacteriophage, a small non-enveloped RNA virus (ATCC number 15597-81). It is the preferred surrogate for SARS-CoV-2, the virus that causes COVID-19.

The test chamber measured 10'x10'x10' or 1,000 cubic feet. The MS2 microbial suspension was aspirated into the chamber. The temperature of the test chamber was maintained at 21° C and relative humidity at 41%.

Air samples were taken from the test chamber once the unit was turned on and sampling was taken every 15 minutes over a period of 2 hours, and then plated. The process was then repeated without the test unit in the chamber to provide the natural decay results. All plates were incubated overnight and viral growth on the test plate was compared to that of the natural decay control.

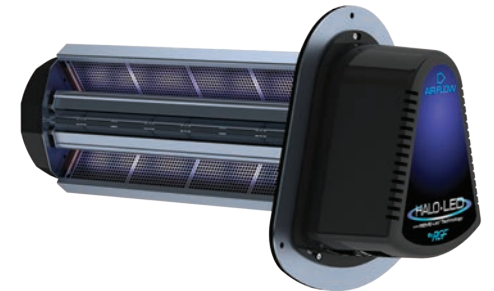
Air sampling took place using an SKC BioStage single-stage impactor for 30 seconds

at 12L/min (0.424 cubic feet/min). Results shown represent the percent reduction at 120 minutes.

The percent reduction associated with the HALO-LED™ treatment was 99.9% after two hours of exposure.

Testing summary: 99.9% inactivation of the airborne MS2 Bacteriophage within 1,000 cubic feet chamber using an air-sampling model.

DISCLAIMER: The summary and any comments herein are based on the results from an independent laboratory study performed under controlled conditions and are not in any way medical claims. The product(s) and technologies described are not medical devices and are not intended to diagnose, treat, cure, or prevent any disease, virus or illness.



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It's On My Heart: Another Year Past

So we got thru another year, and while some of the Pandemic is behind us, in the words of Yogi Berra, "It ain't over till it's over!"

We have a lot of work yet to do, and just pretend that you have a new start on the year and your biz for 2022. What will you do with this new start? Not a do-over, more like a makeover with a fresh calendar ahead.

Start with the Pandemic, and recent new variants that have surfaced. How will you respond when a customer asks if your techs are vaxed? The government has mandated that if you have a large company, they must either be vaxed or submit to a regularly scheduled test. Everyone in the company must have a quick response to that question. We are complying with the CDC recommendation or something to that effect.

What we do know about this variant is that it spreads fast, and we still need to be careful. The techs and installers need to keep their distance, gloves and sanitizer are still needed, no handshaking, etc.

Change subject: what are you going to do different this year to build your business? On second thought, let me rephrase that. What are you going to do different this year to reach your goals? Just spent a great couple of days this last week with Rene and Travis Lucas, owners of LCS in Indiana. We were at a Success Day and a company that was at 8 million a year asked them what their revenue was this year. They replied 4 million. They added at almost 20% net. Then they said that they had moved closer to their goal, which is to work 6 months and travel 6 months. That got everyone's

attention. They had taken off more than 3 months this year.

They told great stories of traveling to a city in Spain, then traveling by train to two other countries. Sounded amazing. First class, food and drinks included. So their goal is not to be a huge company, but to have systems in place that allow them to travel all around the globe and still pull down significant dollars while someone else runs the operation.

Back to you. Maybe this year is the year you get involved in social marketing, something that you have no time for and don't like or understand. While you may not like it, the simple truth is that social media is where lots of consumers get their information, and base buying decisions on that information. While I am in the neighborhood, does your website need a re-fresh? Or a complete transformation. Service Nation has partners who can build a website and make sure it brings in business, not just clicks. They can help with successful campaigns, from contests to surveys to charities that the consumer selects, all designed to show that you are connected to the community.

How about the employees? Are you looking for a few good people? Some of our members have had great success with rewarding employees financially when they refer a friend/neighbor/family member to come and join the company. Back to Rene and Travis. They have great technicians, the message went out to be on the lookout for good people, Travis said someone like you, with your level of commitment,

integrity and enthusiasm. He said I can teach the rest, but I must have people who have good potential and are great with other people. To his surprise, one of his techs said, I have a brother, would he be a candidate. Turns out he is a twin, an identical twin. So much so that they frequently switched places in high school, no one caught on. He was hired and the fun began. If they both show up on the same job customers have a ton of questions, helps create emotional connections, which is a good thing.

Rene pays the employee a \$500 bonus for bringing in a new referral if they stay 90 days. If they stay a year, they get another \$500. We have other members who are paying up to \$1000, and some pay that each year the new employee stays, on their anniversary. What you have then is a person who is engaged with the new employee, has a vested interest in them staying. So the lesson here is to let your employees know that they can be part of the recruiting team, and get paid for it.

Another concept that I have seen is to reach out to high schools, offer a work/study program. Bring in the high school pupils who want to consider a job in the trades, let them shadow a tech or installer for a few hours early in the morning, or after lunch. Some schools have shorter hours for the seniors, makes this a great application. They get to see what we do and may open their eyes to the potential careers in the trades, rather than the significant debt that may happen with a college degree.

Sorta related, take a day or two and have the office staff ride with a tech. They

need to dress appropriately, may need work pants and shirts and work shoes. The techs job is to protect them, make sure they don't get hurt. The CSRs and admin people will then have a clearer idea of what a service call looks like and what sort of opportunities the techs run into on a regular basis. Think Cat Lady. The techs will pay close attention to each aspect of their job that day, making sure the call is finished according to your procedure, paperwork finished and collected, all the details. It can be a win-win.

So there are a few ideas on how to start up the new year, my wish is that this will be an amazing year for you, and you will prosper and move toward your goals, whatever they may be. Thanks, we'll talk later.



Jim Hinshaw

Upon graduating from the University of Missouri at Rolla, Hinshaw started his career in the air conditioning industry. Hinshaw's background includes positions as a manufacturer's rep, President of one of the oldest and largest air conditioning companies in Arizona, residential start-up specialist for the Carrier Corporation, and an officer in a Carrier owned service agency.

Jim Hinshaw, Vertical Market Manager, HVAC for Service Nation. Jim works with hvac and plumbing companies of all sizes, Service Nation has members from 2 man shops to several hundred. We help our members improve sales and profits offering employees a career path and strong financials, enabling owners to work on the business instead of in the business.

Memberships start at \$50/month, where you can get access to a download center with thousands of pieces of collateral to improve business. We also have a best practices level, to improve financial performance and scale the business, or help owners set up a successful exit strategy, on their timeline.

Jim can be reached at jhinshaw@servicenation.com or cell: 602-369-8097.

And now as an AUTHOR: "For those who might be interested, he has a collection of writings from the last 10 years. Stories of how one person can ruin a relationship with a customer, and how one can repair it! Stories of the loss of service in America, and how you can improve customer service today. Go to the following link for full details on how to make this collection yours!"

www.blurb.com/bookstore/detail/2223484 to check out the book – first 15 pages are free, sample before you buy!

For more info please contact jhinshaw@SalesImprovementProfessionals.com, 18245 N. 66th Way, Phx, AZ, 85054; Office Phone: 970-635-5675; Cell Phone: 602-369-8097, or visit www.siptraining.com; or on Facebook: Sales Improvement Professionals, Inc

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Location: Houston - January 13th Residential M-and P-Series Service Essentials
Location: Houston - February 3rd Residential M-and P-Series Service Essentials

2022 Commercial Training Classes:

Mitsubishi Electric Trane "Houston" Training Center 14521 Old Katy Rd, Ste. 100, Houston TX 77079
Location: Houston - February 1st Commercial City Multi Startup and Service Essentials
Location: Houston - February 10th Commercial City Multi Startup and Service Essentials
Location: Houston - January 11th Commercial City Multi Startup and Service Essentials

Mitsubishi Electric Trane "Dallas" Training Center 631 South Royal Lane, Ste.150, Coppell TX 75019
Location: Coppell - February 10th Commercial City Multi Startup and Service Essentials
Location: Coppell - January 25th Commercial City Multi Startup and Service Essentials

2022 Advance Training Classes:

Location: Houston - February 8th Residential Advanced M-and P-Series Service
Location: Coppell - February 8th Residential Advanced M-and P-Series Service
Location: Houston - February 23rd Commercial Advanced City Multi Service
Location: Houston - January 19th Commercial Advanced City Multi Service
Location: Coppell - February 23rd Commercial Advanced City Multi Service
Location: Coppell - January 19th Commercial Advanced City Multi Service

For more information please contact: Maria Frausto 834-460-7951 mfrausto@hvac.mea.com



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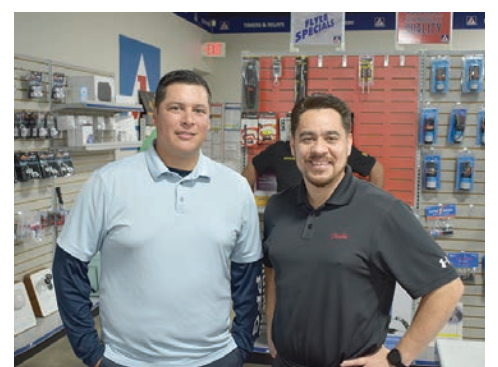
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Johnstone Supply South Texas Vendor Days

Johnstone Supply held their Annual December Vendor Days from Monday December 13th until Friday December 17th. The event covered 5 different stores, over 5 days in 5 towns. Laredo, La Feria, Pharr, Brownsville and Corpus Christi Texas all participated. A vendor fair, catered lunch, prizes and giveaways and great music were a part of each days stop. Many customers attended the events, and vendors from all different manufacturers were on hand to display their goods.



Glasfloss Industries to Expand Jacksonville, FL Plant

Dallas, TX – Don Kingston, CEO, announced the expansion of the Glasfloss Jacksonville, FL manufacturing plant.

The new Jacksonville expansion is scheduled to be completed at the end of April 2022 and will add approximately 30,000 square feet to the facility. “Our newest expansion of the Jacksonville plant will give us added manufacturing and



shipping capacity. In addition, the ongoing modernization in the current plant will provide for a better work environment for our valued employees,” said Don Kingston, CEO.

Established in 1936, Glasfloss Industries is the oldest manufacturer of HVAC air filtration products in the United States. The company has been continuously owned and operated by the same family for over 85 years and serves all major commercial, industrial and residential HVAC filtration markets.

For more information on Glasfloss and its products, please visit: www.glasfloss.com

Glasfloss VP of Manufacturing Celebrates 40 Years



Dallas, TX – Don Kingston, CEO, announced the 40 year anniversary of Chuck Watts, VP of Manufacturing.

Mr. Watts began his career at Glasfloss in 1981 as a product manager. In 1992 he was promoted to VP/General Manager of the Glasfloss Ohio Division and in 2003 he was promoted to Corporate VP of Manufacturing over all Glasfloss manufacturing plants nationwide.

“With Mr. Watts vast knowledge and experience of all facets of manufacturing, he is of the upmost value to

Glasfloss and our customers. He has built a great TEAM who will continue to carry Glasfloss into the future. We appreciate his many years of service and look forward to many more,” said Don Kingston, CEO.

Established in 1936, Glasfloss Industries is the oldest manufacturer of HVAC air filtration products in the United States. The company has been continuously owned and operated by the same family for over 85 years and serves all major commercial, industrial and residential HVAC filtration markets.

For more information on Glasfloss and its products, please visit: www.glasfloss.com

Winsupply Acquires Both Locations of H2O Supply

H2O Supply is a wholesale distributor with locations in Dallas and Fort Worth



Dayton, Ohio – Winsupply Inc., one of the largest distributors in the nation, has completed the purchase of both H2O Supply locations.

“H2O is an exceptionally run wholesale distributor serving both the Dallas and Fort Worth markets. We are beyond excited to welcome Jay Katz and his team to the Winsupply Family of Companies. Our intention is to expand our footprint deeper into the south, while continuing to offer amazing services” says Greg Holbrook, vice president of M&A due diligence and financial integration.

The locations will continue to do business as H2O Supply.

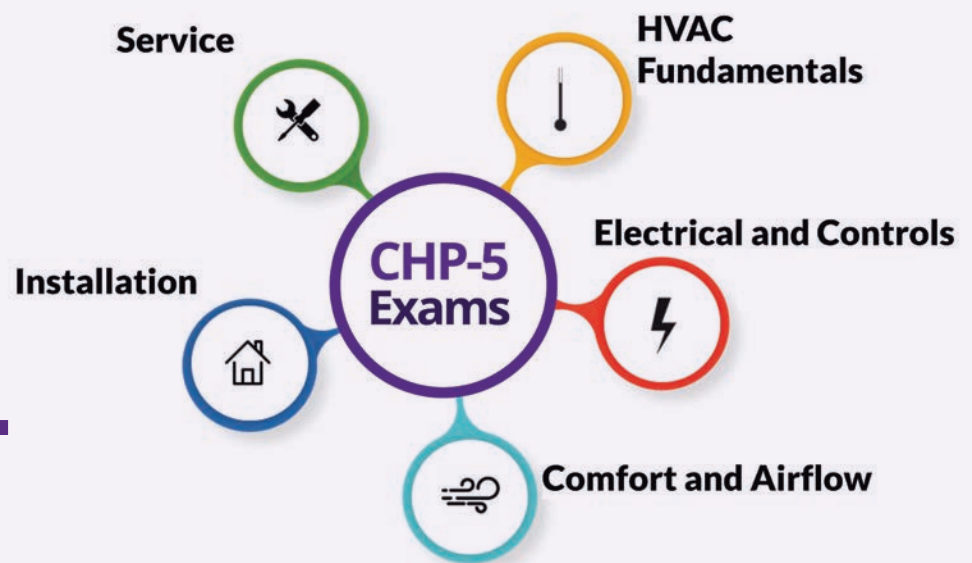
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2021 Insko Distributing Service Awards

Insko Distributing's Annual Service Awards honors tenured employees and their commitment and service to Insko. This year, we recognized employees with anywhere from five to sixty years of service. Thanks to our employees, Insko has been able to expand to 34 branches in Texas and Oklahoma. Their knowledge and dedication are imperative for the continued growth of Insko. Our employees are truly the best in the industry. We are grateful to our amazing Insko family who work around the clock to deliver the best products, best service, and best people.



*5 Year: From Top Left: Rocco Lopez, Jeffrey Bergman, Michael Darst, Glen Ivey
Front Row: Jose Hernandez, Jesse Rodriguez, Veronica Martinez, Robert Ojeda, Jeremiah Fenwick*



*10 Year: From Top Left: Peter Sanchez, Adam Sanchez, Stanley Domel
Front Row: Rey Madrid, Ernie Hernandez, Dion Cortines, Corey Paxton*



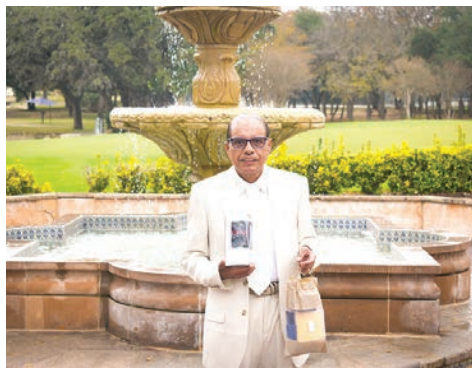
15 Year: Victor Lozano, Jose Perez, Alicia Dela Rosa, Gabriel Liserio, Jesus Soils (not pictured)



20 Year: Yolanda Alaniz, John Fredericksen (not pictured)



25 Year: Cliff Braun, Darrell Southwell



27 Year: Jose Sanchez-Concha



35 Year: James Parra



40 Year: Rick Mitchell

Photos and story courtesy of Insko Distributing

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HARDI Recognizes 2021 Emerging Leaders Graduates at 2021 Annual Conference

Columbus, Ohio— Heating, Air-conditioning & Refrigeration Distributors International (HARDI) presented the 2021 Emerging Leaders program graduates with their awards at HARDI's 2021 Annual Conference.

The graduates of the program completed the requirements established in the HARDI Emerging Leaders program and these individuals become the 5th graduating cohort since the program began in 2014.

The 2021 Emerging Leaders Program graduates were:

- Preston Brickner, HBB Pro Sales Group, Inc.
- Jarred Duebel, iO HVAC Controls
- Ian Eifert, Riley Sales, Inc.
- Seth Gordon, Thrifty Supply
- Justin Hilaire, EWC Controls, Inc.
- Lantis Hollis, Weathertech Distributing Company, Inc.
- Kris Reeves, Mitsubishi Electric Trane HVAC-US
- Taylor Meachum, ACR Supply Company, Inc.
- Alex Mesalam, Best Choice Supply Co.
- Joshua Patrick, South Central Co., Inc.
- Jen Pauley, cfm Distributors, Inc.
- Brian Phillips, Mingledorff's Inc.

"It's amazing to see so many talented Emerging Leaders complete the graduate track," said Nick Benton, HARDI's VP of Operations. "Each graduate has committed to becoming exceptional leaders within their own companies - completing self-evaluations, volunteering their time to HARDI, and creating a lasting cohort within the industry. We look forward to continuing to evolve this program and seeing more graduates in years to come."



Pictured from left to right:

- Kris Reeves, Mitsubishi Electric Trane HVAC- US
- Taylor Meachum, ACR Supply Company, Inc.
- Jarred Duebel, iO HVAC Controls
- Lantis Hollis, Weathertech Distributing Company, Inc.
- Joshua Patrick, South Central Co., Inc.
- Jen Pauley, cfm Distributors, Inc.
- Seth Gordon, Thrifty Supply
- Talbot Gee, HARD

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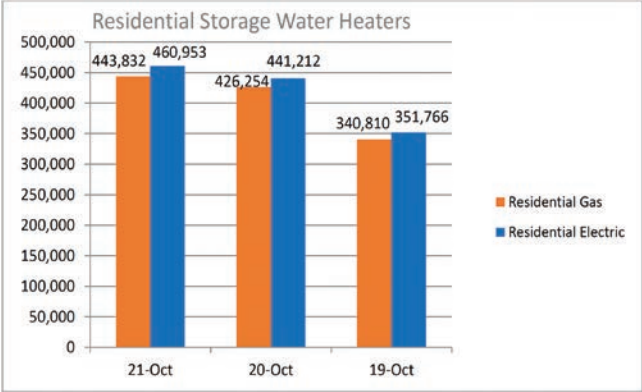
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AHRI Releases August 2021 U.S. Heating and Cooling Equipment Shipment Data

Residential Storage Water Heaters

U.S. shipments of residential gas storage water heaters for October 2021 increased 4.1 percent, to 443,832 units, up from 426,254 units shipped in October 2020. Residential electric storage water heater shipments increased 4.5 percent in October 2021 to 460,953 units, up from 441,212 units shipped in October 2020.

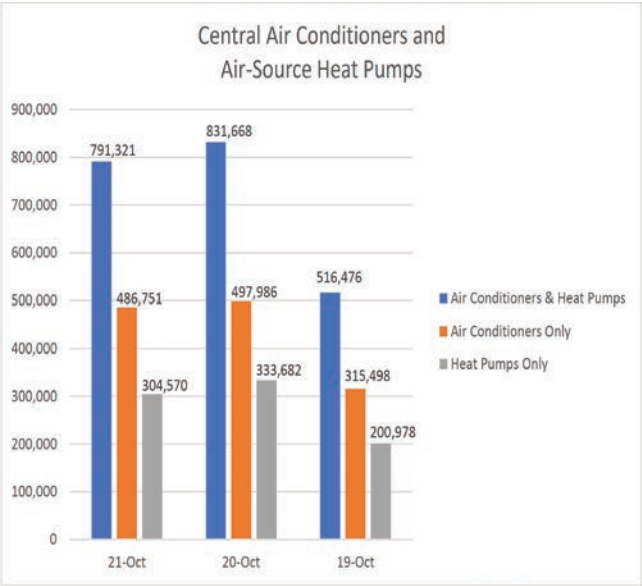


Year-to-date U.S. shipments of residential gas storage water heaters increased 8.6 percent, to 4,130,982 compared to 3,803,921 shipped during that same period in 2020. Residential electric storage water heater shipments increased 6.1 percent year-to-date, to 4,077,568 units, compared to 3,843,669 shipped during the same period in 2020.

| Year-to-Date | | | | |
|------------------------------|------------|------------|------------------------|------------|
| | Oct 21 YTD | Oct 20 YTD | %CHG. (From 2020-2021) | Oct 19 YTD |
| Residential Storage Gas | 4,130,982 | 3,803,921 | +8.6 | 3,628,973 |
| Residential Storage Electric | 4,077,568 | 3,843,669 | +6.1 | 3,476,367 |

Central Air Conditioners and Air-Source Heat Pumps

U.S. shipments of central air conditioners and air-source heat pumps totaled 791,321 units in October 2021, down 4.9 percent from 831,668 units shipped in October 2020. U.S. shipments of air conditioners decreased 2.3 percent, to 486,751 units, down from 497,986 units shipped in October 2020. U.S. shipments of air-source heat pumps decreased 8.7 percent, to 304,570 units, down from 333,682 units shipped in October 2020.

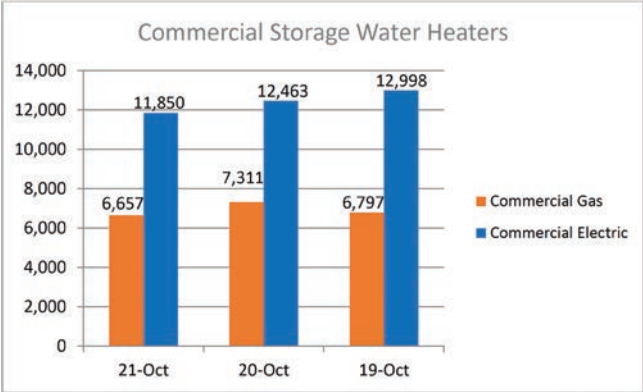


Year-to-date combined shipments of central air conditioners and air-source heat pumps increased 9.0 percent, to 8,903,175 units, up from 8,170,621 units shipped during the same period in 2020. Year-to-date shipments of central air conditioners increased 5.8 percent, to 5,546,135 units, up from 5,242,370 units shipped during the same period in 2020. The year-to-date total for heat pump shipments increased 14.6 percent, to 3,357,040, up from 2,928,251 units shipped during the same period in 2020.

| Year-to-Date | | | | |
|----------------------------------------------|------------|------------|------------------------|------------|
| | Oct 21 YTD | Oct 20 YTD | %CHG. (From 2020-2021) | Oct 19 YTD |
| Air Conditioners & Heat Pumps Combined Total | 8,903,175 | 8,170,621 | +9.0 | 7,500,825 |
| Air Conditioners Only | 5,546,135 | 5,242,370 | +5.8 | 4,788,093 |
| Heat Pumps Only | 3,357,040 | 2,928,251 | +14.6 | 2,712,732 |

Commercial Storage Water Heaters

Commercial gas storage water heater shipments decreased 8.9 percent in October 2021, to 6,657 units, down from 7,311 units shipped in October 2020. Commercial electric storage water heater shipments decreased 4.9 percent in October 2021, to 11,850 units, down from 12,463 units shipped in October 2020.



Year-to-date U.S. shipments of commercial gas storage water heaters increased 15.1 percent, to 75,851 units, compared with 65,896 units shipped during the same period in 2020. Year-to-date commercial electric storage water heater shipments increased 9.4 percent, to 128,225 units, up from 117,183 units shipped during the same period in 2020.

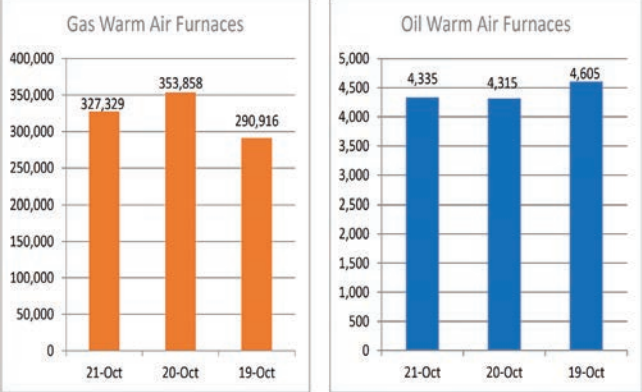
| Year-to-Date | | | | |
|-----------------------------|------------|------------|------------------------|------------|
| | Oct 21 YTD | Oct 20 YTD | %CHG. (From 2020-2021) | Oct 19 YTD |
| Commercial Storage Gas | 75,851 | 65,896 | +15.1 | 75,156 |
| Commercial Storage Electric | 128,225 | 117,183 | +9.4 | 127,588 |

U.S. Manufacturers' Shipments of Central Air Conditioners and Air-Source Heat Pumps

| Month | | | |
|-----------------------------|------------|--------------------|------------|
| Size Description (000) BTUH | 2021 Total | % Change from 2020 | 2019 Total |
| Under 16.5 | 36,888 | -10.0 | 21,474 |
| 16.5-21.9 | 67,766 | -12.7 | 49,843 |
| 22-26.9 | 143,399 | -5.2 | 95,831 |
| 27-32.9 | 116,979 | -3.8 | 74,173 |
| 33-38.9 | 171,849 | -3.5 | 103,721 |
| 39-43.9 | 60,541 | -6.1 | 39,040 |
| 44-53.9 | 92,414 | -5.4 | 58,391 |
| 54-64.9 | 78,258 | +2.1 | 49,785 |
| 65-96.9 | 7,887 | -0.6 | 8,312 |
| 97-134.9 | 6,975 | +8.8 | 6,394 |
| 135-184.9 | 3,804 | -4.9 | 4,624 |
| 185-249.9 | 1,857 | -1.6 | 2,145 |
| 250-319.9 | 1,559 | -13.1 | 1,312 |
| 320-379.9 | 321 | +22.5 | 357 |
| 380-539.9 | 339 | -10.8 | 375 |
| 540-639.9 | 189 | -17.8 | 263 |
| 640-799.9 | 109 | +4.8 | 143 |
| 800.0-899.9 | 40 | -27.3 | 75 |
| 900.0-999.9 | 52 | -1.9 | 59 |
| 1,000.0-1,199.9 | 43 | -17.3 | 42 |
| 1,200.0 & Over | 52 | -29.7 | 117 |
| TOTAL | 791,321 | -4.9 | 516,476 |

Warm Air Furnaces

U.S. shipments of gas warm air furnaces for October 2021 decreased 7.5 percent, to 327,329 units, down from 353,858 units shipped in October 2020. Oil warm air furnace shipments increased 0.5 percent, to 4,335 units in October 2021, up from 4,315 units shipped in October 2020.



Year-to-date U.S. shipments of gas warm air furnaces increased 25.2 percent, to 3,360,248 units, compared with 2,683,667 units shipped during the same period in 2020. Year-to-date U.S. shipments of oil warm air furnaces increased 16.5 percent, to 31,541 units, compared with 27,083 units shipped during the same period in 2020.

| Year-to-Date | | | | |
|-----------------------|------------|------------|------------------------|------------|
| | Oct 21 YTD | Oct 20 YTD | %CHG. (From 2020-2021) | Oct 19 YTD |
| Gas Warm Air Furnaces | 3,360,248 | 2,683,667 | +25.2 | 2,869,603 |
| Oil Warm Air Furnaces | 31,541 | 27,083 | +16.5 | 31,541 |

Notes and FAQs

A shipment is defined as when a unit transfers ownership; a consignment is not a transfer of ownership. Industry data is aggregated from the information supplied by AHRI member companies that participate in the statistics program and can be subject to revision. Published year-to-date data is inclusive of all revisions. No other AHRI data (e.g., by state or region) is available to the public other than that published. AHRI does not conduct any market forecasting and is not qualified to discuss market trends. BTUHs of 64.9 and below are for residential units; 65.0 and above for commercial. For previous monthly shipment releases and historical data, please see <http://www.ahrinet.org/statistics>.

1. **How do my colleagues subscribe to the report?**
Go to <http://www.ahrinet.org/statistics> and click on *Subscribe*.
2. **Does this data represent shipments to the United States only or are shipments outside of the United States included?**
This data represents shipments to customers in the United States only.
3. **Do you provide U.S. data by state?**
That data is not available publicly.
4. **Is historical data available in Excel?**
It is available monthly reflecting exactly the data presented in the monthly public release.
5. **Can I purchase additional industry data from AHRI?**
No, AHRI Statistics data are not for sale.
6. **How much of the industry does the data represent?**
Although we cannot get into specifics about how much of the industry the data represents, in general, AHRI is one of the largest trade associations in the nation, representing more than 300 heating, water heating, ventilation, air conditioning and commercial refrigeration manufacturers within the global HVACR industry. AHRI's 300+ member companies account for more than 90 percent of the residential and commercial air conditioning, space heating, water heating, and commercial refrigeration equipment manufactured and sold in North America.

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Rolling With the Financial Punches

In this column, I want to focus on what to do with your financial forecast after you have gone to all the work to create it.

You track your progress and compare month by month financial data to what you forecast. It is that simple. And vital. (And the Forecasting kit I just plugged has a tracking worksheet as part of the package.)

Why is it vital? Because your forecast shows where you plan to take your business in the next twelve months, and if you don't keep an eye on the dashboard gauges and the road (at the same time), you may end up out of fuel, or overheated, or lost, or crashing into a guard rail. Take your pick. The list is not very encouraging!

So what do you track and compare to your forecast? The big numbers— sales, field

labor, cost of sales (less labor), gross margin, overhead and net profit. If you have the time and resources to drill down deeper, you can track details like advertising, vehicle expenses, rent, insurance, and so on, but if you can track these six “biggies,” you will do well.

But from month to month, how do you know if you are on track? First, look at the numbers you actually got compared to what you forecasted. If they are close (and they should be), all is well. But if they differ very much (what we call “variances”), Trouble could be brewing just below the surface. Find that Trouble and kill it before it kills you.

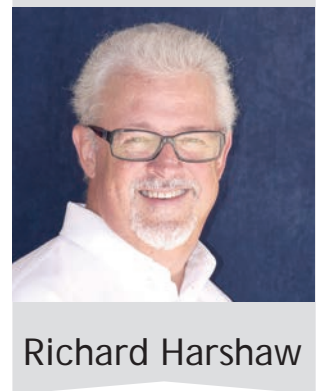
I recommend that as you post sales results month by month that you project your year-end sales by using a “going rate” calculation.

A going rate calculation merely divides the sales year to date by your normal percentage of sales made year to date. As an example, if by the end of March you normally have racked up 15% of your year and sales year to date by March 31 are \$180,000, the going rate of sales would be $\$180,000 / 0.15$ or \$1,200,000. If that is more than you forecast, celebrate— a little. (You do, after all, have nine more months to go.)

Suppose that in June, your sales year to date are \$428,000 and your year-to-date percentage is 46%. What is your going rate now? Divide $\$428,000 / 0.46$ to get \$930,435. Scream, “Ouch!” and then calm down. You have six more months to go. Can you get sales back on track, or do you need to start managing costs to minimize

the impact of a down year? (The Forecasting worksheet I mentioned at the top of the article does going rate calculations for you on the tracking worksheet.)

Do the same kind of calculations for field labor and non-labor cost of sales. Compute your gross margins month by month and compare to your forecast. You can be down a lot in sales and still hit your gross margin target if you plan well and execute precisely. Likewise, track your overhead (no need to do a going rate calculation here as overhead is not tied to sales activity). Bottom line is, each month, you'll know where you are going, where you have been, and how much farther you have to go. You will know this while you still have time to make changes to get the numbers (especially the most important number,



Richard Harshaw

the net profit) to end up where you planned it to be.

Dealers who don't forecast or track the numbers are like soldiers fresh out of boot camp who find themselves on a hotly-contested battlefield dodging bullets and artillery fire, wondering how in blazes they got there. Those who do forecasts and tracking know where the foxholes are and how to survive the battle. Success is not an accident. It is the product of planning, diligence and preparation for opportunity!

If you have questions for Mr. Harshaw, email LLackey@AC-Today.com

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The Duct-Free Zone

The magic of refrigerant: It is believed that man ... early man, discovered fire around two million years ago. Now, I'm old, but I'm not that old so I have to take the scientists word for it. I suspect within a short time after discovering fire, using it for the purpose of creating heat became one of its earliest practical uses.

Water, being abundant and readily available, became the obvious media for heat transfer ... heat the water with fire and then move the water, or the steam it produced upon boiling, to areas that required heat. Hydronic heating systems can be traced as far back as the end of the 14th century and steam heat is documented as early as 1784.

So, it's not surprising that most of us when we think of central heating systems picture fire and water as the key elements.

Now, with the advent of air to air heat pump systems, many of us struggle to understand how a system that does not utilize fire or water, can extract heat from outdoor air temperatures as low -30°C / -22°F.

Well, the answer is magic!
...not buying it, right?
Well, its magical in my opinion.
What many of our customers (civilians) don't know and what many of us professionals take for granted is the unique characteristics of refrigerant. Along with some really cool compressor technology, it is refrigerant that makes

extracting heat from seemingly crazy cold outdoor air possible.

I need to come clean with you about the motivation for the subject of my article this month...

I was asked to participate in a project sponsored by the Heating, Refrigeration and Air Conditioning Institute HRAI, located in Mississauga, Canada. The project involves creating a document that explains the different types of heating technologies in terms that the typical civilian would understand. The project was birthed out of the new, strict energy conserving and decarbonization codes recently enacted in Vancouver, British Columbia. My portion of the project is to create a civilian friendly explanation of the air to air heat pump. So, as my deadline for this article approached, I thought maybe I could kill two birds with one stone (it's an old man expression, no birds were harmed in the writing of this article).

OK, lets get back to the task at hand ...
What many civilians don't know is that air conditioners do not add cooling, but rather extract heat from a room. In this scenario, the evaporator (the coil in the room being conditioned) is passing room air over it (via a fan) and the refrigerant flowing inside the coil is absorbing heat from the room air and sending it to the outside unit (condenser) where the heat is extracted (again, via a fan) and dissipated into

the outdoor atmosphere.
So, lets get to the magic part ...
R410A refrigerant boils at -48.5°C / -55.3°F and it is this that allows it to absorb heat even at -30°C / -22°F outdoor air temperature.
... is it starting to make sense now?

The transfer media (refrigerant) being used in an air to air heat pump is where the magic takes place because without it, well, we would be back in the 14th century ... OK, a bit of an exaggeration but you get my point.

Air to air heat pumps when in the HEAT mode reverse the refrigerant flow cycle described earlier, now the outdoor unit coil becomes the evaporator and the indoor unit coil becomes the condenser, releasing the heat extracted from the outdoor air into the room.

Its also important to know that the refrigerant changes state (liquid to liquid / vapor to gas) as it circulates throughout the system. Mrs. Gillacuddy explained to us in sixth grade science class that matter can change state but what she didn't tell us is that when it does, it produces energy in that process ... energy that an air to air heat pump translates into heat.

The advent of the inverter compressor, the "pump" in the air to air heat pump, took heat pump technology to yet another level.

The inverter compressor is best described as a modulating compressor ... much like the engine in your car. Civilians aren't expected to understand how a compressor works but they do generally have a good understanding how the automobile works. Mrs. Gillacuddy knows when she puts the pedal to the metal of her four-door, 1967 Chevy Malibu, the Malibu takes off. She also knows when she takes her foot off the gas that the Malibu slows down and lastly, she knows when she puts the Malibu in "cruise-control" that the car maintains a preset speed.

I tell you this my friends because that is exactly how an inverter compressor works!
When the load is great (it's hot inside) the compressor will run up to 3600 RPM like every other compressor in the world, the difference being, when the load is less than great we can take our foot off the gas and as a result, use less gas ... use less voltage, but you know what I mean.

... and when the temperature of the room meets Mrs. Gillacuddy's setpoint temperature, her comfort number (68°F / 20°C, 70°F / 21°C, 72°F / 22°C) well, then the compressor goes into cruise-control, simply using just enough energy to maintain her setpoint (comfort number) temperature.

Ok, we are getting close to the end here but I do have to tell you about the latest advancement to the inverter compressor which adds yet another level of energy conservation and low outdoor temperature heating ability to the air to air heat pump.

The good people at TOSOT have created what they call the "two stage enhanced vapor injection compressor."



Gerry Wagner

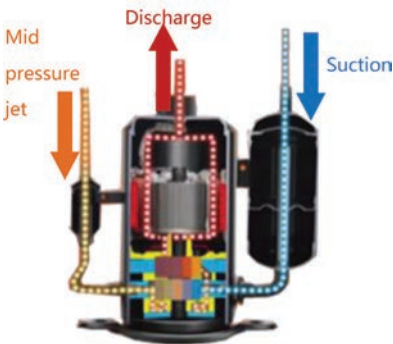
Gerry Wagner is the Vice President of Business Development for Bathica in Quebec, Canada. He has 41 years in the HVACR industry working in manufacturing, contracting and training. You can contact Gerry by email: GerryWagner@Bathica.com and also please visit our website: www.TOSOTamerica.com

Now, before I go any further, those of you who know me and have attended one of my TOSOT product training events know that I am brutally honest ... I tell you when I like something, and I also tell you when I feel something can be improved. In this case, I'm going to tell you that calling your compressor "vapor injection" is like saying your beer is "fired-brewed."

...of course you beer is fired brewed, that's what brewing is! The Stroh Brewery Company clearly had a clever marketing person who took something that every brewery did and made it sound special and unique.

The similarity here is that ALL compressors are vapor injection ... we don't compress liquid, do we? That would be bad ... DAH!

What is special and unique about the TOSOT two stage enhanced vapor injection compressor is the "two stage" portion of its description.



...adding a second "injection" point for refrigerant in a vapor state but at two different pressures allows for even greater production of energy (in this context, heat) because not only is energy produced when matter changes state, but it is produced when that matter changes pressure.

Well, those of you reading this article in a trade magazine or an online trade website are probably saying to yourself right now, "yeah, I knew all that already." How I hope this article may help you is in relating what you know to your customer, or potential customer when trying to sell the attributes of the air to air heat pump.

Technology has come a long way over two million years and although much of it may seem obvious to the professional, its not a bad idea to take a moment and appreciate the "magic" that is found in our trade.

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Classes are held 8am-5pm each day and are limited to 20 students. Visit tacca.org/examprep to see a list of books needed for the class.

Product News

Daikin Announces Daikin ATMOSPHERA with R-32 Refrigerant

The first single zone system with R-32 in North America features impressive efficiency gains while reducing emissions vs. R-410A



Houston – For the first time in North America, Daikin is launching a home comfort product featuring R-32, a refrigerant with one-third the Global Warming Potential (GWP) of the most common refrigerants currently being used in the United States and Canada.

The new Daikin ATMOSPHERA system featuring R-32 refrigerant from Daikin North America LLC is a single zone, ductless system that gains impressive efficiencies over its R-410A predecessor line, the LV Series, with up to 27.4 SEER, 13.8 HSPF and 16.3 EER

ratings for ultra-efficient cooling and heating. Four sizes of indoor and outdoor heat pumps are available, from 9,000 to 24,000 BTU.

“Daikin has sold over 33 million R-32 systems in more than 100 countries and regions,” said Takayuki (Taka) Inoue, Executive Vice President and Chief Sales and Marketing Officer. “We are excited to be the first to bring this proven technology to North America. With an estimated 160 million R-32 systems sold by Daikin combined with other manufacturers worldwide, we are confident R-32 has the all-around performance benefits to make it the ideal replacement for R-410A.”

“Daikin ATMOSPHERA brings North America a powerful, new single-zone system that has a lower GWP, is more efficient and may help lower end-user electric bills compared to R-410A models,” explains Connie Schroder, Sr. Product Manager – Single and Multi-Zone Systems for Daikin. “We’ve also built advanced features into Daikin ATMOSPHERA heat pumps that improve comfort, cleanliness, and usability while simplifying maintenance.”

Daikin ATMOSPHERA’s heat pump performance over its R-410A predecessor is substantial, offering greatly enhanced heating and cooling capacities. The units feature up to 100 percent rated heating capacity at 5°F WB (-15° C WB) and confirmed continuous operation as low as -13°F WB (-25° C WB). Rated cooling capacity is up to 100 percent at 115°F DB (46° C DB).

New hybrid cooling technology efficiently controls humidity, even in low-cooling loads, and maintains dehumidification effect after the target temperature is reached. Daikin ATMOSPHERA’s novel “CLEAN” operation dries the interior of the indoor unit to reduce the amount of condensation present, while a detachable drain pan allows for easy cleaning.

With the indoor unit’s built-in Wi-Fi, the system can be controlled via the internet with the Daikin Comfort Control App without the need for an additional adaptor. Daikin ATMOSPHERA’s Intelligent Eye employs an infrared sensor to detect movement in the room. If the room is empty for 20 minutes, the

set point is changed to start saving energy.

Installation is now more flexible with 50 percent longer piping lengths up to 49 feet, compared to other Daikin single zone systems.

Indoor units include a wireless infrared controller and are compatible with the full suite of optional s21-based single and multi-zone controls solutions, including the Daikin One+ smart thermostat.

Daikin ATMOSPHERA is currently available in Washington, Oregon, and Florida.

Daikin ATMOSPHERA single zone systems are backed by a 12-year parts limited warranty. Complete warranty details available from your local dealer/contractor or at www.daikincomfort.com. To receive the 12-Year Parts Limited Warranty, online registration must be completed within 60 days of installation. Online registration is not required in California or Québec.

For more about Daikin ATMOSPHERA and the low-GWP potential benefits of R-32, visit www.DaikinAtmosphere.com and www.R32Reasons.com.

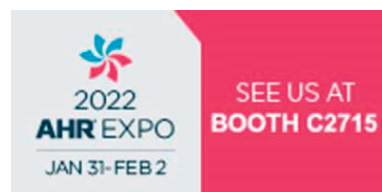
Nu-Calgon Launches New Dragon Towels™

St. Louis, MO – Nu-Calgon has launched Dragon Towels™, new hand and shop towels designed to help contractors on any job. Dragon Towels are lint-free, durable, heavy-duty “Towels with Teeth!”

Dry towels that offer maximum absorbency, Dragon Towels are solvent resistant for use in any wet or dry application. With a 12” x 12.5” wingspan, Dragon Towels will clean hands, tools, solvent or oil-based spills, components and other general uses.

Dragon Towels come in a 100-count box with a magical design that’s sure to liven up any workspace.

For over 70 years, Nu-Calgon has been providing quality specialty products for the HVACR market. The company’s complete line of products includes coil cleaners, descalers and refrigeration oils, as well as products for indoor air quality, water treatment, ice machine maintenance and other applications.



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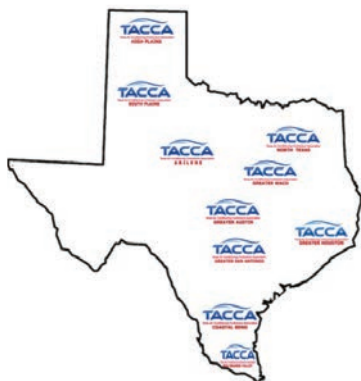
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The Texas Air Conditioning Contractors Association (TACCA) is a member organization that strives to ensure strong, successful, and profitable contractors. There are many reasons to join TACCA, but here are a couple of benefits worth highlighting.

High-quality training and continuing education. Each year TACCA develops a continuing education (CE) course that covers current, relevant topics such as Building Science and Code, Designing Systems, Manual J, Humidity Management, and Characteristics of Airflow. These 8-hr courses are approved by TDLR for CE for license renewal. Every member company can send its licensed contractors to TACCA in-person classroom CE for free. This is a \$159 value per licensee and a member benefit that is often overlooked. The current curriculum covers building science and code and includes the mandatory hour for laws and rules. The next course scheduled to begin in April will cover duct systems for zoning. Visit our website for the full 2022 class schedule. www.tacca.org/CE

Communication. TACCA is keenly aware that many contractors are small business owners who have little time to keep up with constantly evolving changes. We keep our members informed on new technologies or regulations that could impact their business. Our newsletter is a source of relevant industry news and information each month.

Advocacy. TACCA has enjoyed many successes at the Texas State Capitol and state agencies. Working on behalf of the HVAC/R contractors and industry in Texas, TACCA helped increase the number of investigators dedicated to the ACR program to address unlicensed workers and fought off a proposed rule that would have required air units sold in Texas to be treated with a substance that was supposed to turn carbon dioxide to oxygen. Most recently, TACCA worked to eliminate municipal registration fees for HVAC/R contractors, supported the reauthorization of the plumbing board and the Texas Department of Licensing and Regulation, and worked with TDLR to delay the effective date of Section 210.8(F) of the 2020 NEC related to GFCI.

TACCA Healthcare Initiative. Members told us one benefit they would like to see is access to health insurance. Have you looked into TACCA's healthcare vendor offering 10-40% savings on healthcare for members and their employees? Even if you have already renewed for the year, it's not too late to get a quote and see what your savings could be.

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Product News

Milwaukee® Tackles the Toughest Grinding and Cutting Applications with Two New Specialty Grinders

Milwaukee, WI – Milwaukee Tool expands its cordless specialty angle grinder lineup with the new M18 FUEL™ 5" Flathead Braking Grinders and the new M18 FUEL™ 4-1/2"-5" Variable Speed Grinders, making Milwaukee the only brand with a full grinder lineup on a single battery platform. Designed for the toughest grinding and cutting applications, these grinders deliver the next level of jobsite productivity and enhanced safety.

True to all M18 FUEL™ solutions*, the new grinders combine

three exclusive innovations – the POWERSTATE™ brushless motor, REDLITHIUM™ battery pack, and REDLINK PLUS™ intelligence.



Duct Saddle

As we all are making plans for 2022, I would like to reflect on 2021 and say how much we appreciate our customers for their continued and growing support. DS3 was able to reach over 100 percent sales growth and achieve 100% fill rates with ZERO backorders, ZERO returns and ZERO warranties! While I have a great support team and partners throughout the chain, this speaks volumes on DS3's adoption and popularity with contractors and end users. Many companies have begun stocking on every truck to take advantage of the very profitable retrofit opportunities on almost every call.

DS3 is the only duct saddle that can easily retrofit without removing the hanging strap.

This past year has proven it is even more important to repair saggy flexible duct during shortages while maximizing profits on every call. Many contractors have taken full advantage of promoting DS3. Some have displays at their locations and use it to set themselves apart with builders and homeowners on how their duct installations and repairs are superior to their competition. It is a differentiator that is easily seen and comprehended by the end user while adding almost zero to a job factoring in time and labor savings. Code enforcement has led to some pockets of growth but the common sense upgrade in quality has been the real factor in DS3's growth.

DS3 is prepared for even larger growth in 2022 with the same performance and reliability our customers have come to expect.

Ask us how to implement an energy efficiency upgrade program with your customers.

I hope you all had a great holiday season and wish you all the best in 2022!

David McIntosh,
President

DS3-LLC

HANDS-ON TECHNICIAN CLASSES

JANUARY
7TH

STATIC PRESSURE

Instructor: Chris Walters

Learn how to measure static pressure, the importance of doing it correctly and how it helps in diagnostics.

JANUARY
21ST

AIR FLOW / AIR DISTRIBUTION

Instructor: Chris Walters

Learn about undersized duct, basics of correct sizing, using the ductulator in solutions with airflow issues and how to fix the hot room every house has.



TIME: 8:30 AM—11:00 AM

**THE TRAINING CENTER
OF AIR CONDITIONING & HEATING**

MEMBERSHIP MEETING

January 18th @ 11:30am

SPEAKER:

Roel Garcia, City of Houston

TOPIC:

Flexible Duct Installation & Common
Code Violations



***Class Registration Required**

TEXAS AIR CONDITIONING CONTRACTORS ASSOCIATION OF GREATER HOUSTON / www.TACCAGH.org / (713)781-HVAC

TRAINING CLASSES

FEBRUARY
4TH

UPSELLING SERVICES

DON'T LEAVE \$ ON THE TABLE

Instructor: Chris Walters

Most techs are focused on a quick fix or a new system, are they leaving money on the table? Do your techs only address the complaint or do they take a look at the entire system for upsell opportunities?

Learn about tools techs can utilize in the field to upsell clients on services. Explore ways that diagnostics can be used as a visual for repairs. How techs can benefit from a checklist, pictures and how to use them as an upselling tool.

10151 Stella Link Rd
Houston 77025



FEBRUARY
18TH

DEHUMIDIFIERS & SOLVING HUMIDITY ISSUES

Instructor: Chris Walters

Learn about making dehumidifiers an important aspect to a new system, understanding ideal humidity levels and how to obtain them, improve the health of the occupants and not relying on A/C systems to dehumidify.

2120 Shepherd Dr
Houston 77007



Johnstone Supply South Texas Vendor Days con't



HARDI

HARDI Distributors Report 16.1% Percent Revenue Increase in October

Columbus, Ohio— Heating, Air-conditioning & Refrigeration Distributors International (HARDI) released its monthly TRENDS report, showing the average sales performance by HARDI distributors was an increase of 16.1% percent during October 2021.

The average annual sales growth for the 12 months through October 2021 is 21% percent.



“The unusual sales growth of 2021 continued with the first month of heating season,” said HARDI Market Research & Benchmarking Analyst Brian Loftus. “The median monthly sales growth during the past year is 21.3% versus the ten-year median of 7.9%. Sales growth during October 2021 would have been close to the recent median if it had the same number of billing days as the prior year.”

The Days Sales Outstanding, a measure of how quickly customers pay their bills, was 43 days at the end of October 2021. “The monthly DSO is comparable to the prior year level,” said Loftus. “The pre-pandemic norm for October was 47 days.”

“The record sales growth is a result of strong end market demand and the pass through of the extraordinary price increases,” said Loftus. “The Producer Price Index for Primary Air Conditioning, Forced Air Heating and Refrigeration products has increased by 12.6% through October 2021. The median PPI increase across the past ten or twenty pre-pandemic years was only 2%.”

HARDI members do not receive financial compensation in exchange for their monthly sales data and can discontinue their participation without prior notice or penalty. Participation is voluntary, and the depth of market coverage varies from region to region. An independent entity collects and compiles the data that can include products not directly associated with the HVACR industry.

HARDI Files Lawsuit Against EPA for Overreach in Final Allocation Rule

Washington — Heating, Air-conditioning & Refrigeration Distributors International (HARDI) has filed a petition for judicial review in the United States Court of Appeals for the District of Columbia against the Environmental Protection Agency (EPA). The petition asks the court to overturn the ban on single-use cylinders and cylinder tracking requirements contained in the recently finalized rule, Phasedown of Hydrofluorocarbons: Establishing the Allowance Allocation and Trading Program under the AIM Act. HARDI is joined in the petition by Air Conditioning Contractors of America (ACCA), and Plumbing-Heating Cooling Contractors—National Association (PHCC).

HARDI believes EPA exceeded their authority granted by the American Innovation and Manufacturing Act (AIM Act) which empowers EPA to create a program to phase-down the use of HFC refrigerants through limits on production and consumption. By exceeding their authority, EPA has finalized a rule that will increase costs on the HVACR wholesale distribution and contracting industries and could potentially cause major disruptions that will affect consumers. HARDI and the rest of the HVACR industry supported passage of the AIM Act and a majority of the finalized rule including the allocation of allowances for companies to continue to produce and import HFC refrigerants in compliance with the phase-down.

“HARDI was disappointed by EPA’s overreach in banning single use cylinders and establishing an overly-complicated cylinder tracking system. HARDI and the rest of the industry want to work with EPA to successfully phase-down the use of HFCs, however we cannot stand by as the agency exceeds its authority,” said HARDI CEO, Talbot Gee. “We believe filing this lawsuit will help to set a boundary that will stop the agency from going too far in the future. HARDI’s Board of Directors set up the legal defense fund with this situation in mind and we are happy to be joined by ACCA and PHCC in the lawsuit to show the broad opposition to these parts of the final rule,” Gee continued.

In anticipation of this and other potential legal issues, the HARDI Board of Directors established a legal defense fund designed to fight against regulations that will have a negative impact on HVACR wholesale-distribution. This litigation is the first use of funds from the legal defense fund.

The U.S. Department of Justice must now work with the EPA to determine if it will defend the provisions of the final rule in the D.C. Circuit Court of Appeals or allow the court to enjoin disputed the provisions.

HARDI Hires Zachary Perge as the organization’s first Vice President of Distribution Strategies

Columbus, Ohio— Heating, Air-conditioning & Refrigeration Distributors International (HARDI) announced the hiring of Zachary Perge as the organization’s first Vice President of Distribution Strategies.

Perge comes to HARDI from Deloitte Consulting where he was Senior Consultant, Consumer M&A Division. Perge was the integration lead for a \$38 billion merger of two semiconductor companies, developed a \$30-\$50 million cost reduction program for a Fortune 500 consumer company, and generated over \$46 million in new projects for Deloitte during his time there. Prior to Deloitte, Perge led Trade Marketing for Hain Celestial, a global consumer products company with 20 retail brands, and Channel & Customer Marketing Manager for Unilever.

Since implementing its current strategic plan in 2019, HARDI has grown its content and market intelligence capabilities resulting in several successful research projects for HARDI members and HARDI’s Education & Research Foundation. In his new role as Vice President of Distribution Strategies, Perge and his consulting experience will oversee growing these capabilities and further advancing HARDI’s abilities to help distributor and supplier manufacturer members enhance their distribution performance, profitability, and capabilities.

“It’s rare for trade associations to add talent of Zach’s caliber to their teams and I’m thankful for the vision and boldness of HARDI’s Board of Directors and professional team to not only produce and implement such a tremendous strategic plan, but also commit and invest so fully to its success in serving and advancing our members’ businesses,” said HARDI CEO, Talbot Gee. “I’m excited to see how Zach and our Team Leader of Market Intelligence, Tim Fisher team up to raise the bar in the quality and value of the content we provide our members including HARDI’s ability to help distributor and supplier members alike solve their most difficult challenges. This is yet another expression of our laser focus on our mission of making wholesale distributors the channel of choice for HVACR manufacturers and contractors.”

“I look forward to contributing to the best-in-class services that HARDI offers to its members. I am committed to helping them achieve their goals, conquering the business challenges of today, and working with members to exceed the expectations of those who rely on them,” said Perge.

HARDI Acknowledges Longstanding Booth Program Participants

Columbus, Ohio—Heating, Air-conditioning & Refrigeration Distributors International (HARDI) presented the 2021 booth program participation awards to select members for their various years of involvement in our Annual Conference last week in Palm Desert, California.

Recipients were acknowledged based on the number of years each organization has participated in the booth program during the association’s Annual Conference. The awards were presented during the booth program on Monday, December 6, 2021, and were announced Tuesday, December 7, 2021, during the general conference programming.

The recipients were the following:

10 Year Awards

- **DDI System, LLC**
- **Fluke Corporation**
- **Nidec Motor Corporation**

30 Year Award

- **Heating & Cooling Products Company**

40 Year Award

- **Arkema, Inc.**

60 Year Awards

- **Allied Air Enterprises**
- **Johns Manville**

“We are really fortunate to have such amazing and loyal associate members,” said HARDI Account Manager, Brandin Bursa. “These members continue to participate and engage in events like Annual Conference and have been instrumental in the continued success of the Association!”

Survey Says Contractors & Wholesalers Aware of 2023 Regulations, Unaware of the Necessary Requirements

Refrigerant changes and efficiency standards are top of mind when thinking about upcoming regulations for HVAC equipment, according to survey respondents

Sidney, Ohio – In a recent survey, Emerson (NYSE: EMR) asked HVAC contractors and wholesalers about their knowledge of and preparation for increasing federal minimum SEER/IEER efficiency requirements mandated for AC systems and heat pumps by the U.S. Department of Energy (DOE) in January 2023. The survey found that a majority (about 87%) of HVAC professionals are familiar with the regulation changes in 2023 regarding the minimum SEER/IEER central air conditioning and rooftop unit efficiency standards. However, nearly half of respondents (44%) said they have yet to make plans to take action in response to these upcoming regulations.

“We are one year away from these new residential and commercial AC energy efficiency regulations taking effect, as well as alternative refrigerants requirements starting as early as 2025 in California, so it is encouraging to see that a large majority of contractors and wholesalers are becoming more aware of what will be a major change for the industry,” said Jennifer Butsch, director of regulatory affairs, Emerson. “During this time, we recognize that education is a top concern for HVAC contractors and their service people, so as a trusted partner we will continue to provide information and resources for the industry as we work through this transition together.”

According to the survey, more than 60% of respondents said their daily operations had been affected by the standards, yet only about 30% of companies have taken any sort of action

to prepare for these changes. In comments provided with the survey, contractors and wholesalers stated that they believe these increasing minimum standards will bring increased costs, changes in equipment and additional training for their companies.

Similar to last year’s survey, when asked about the requirement to begin using lower global warming potential (GWP) refrigerants as early as January 2025, nearly all respondents (93%) were aware of the requirement to begin using lower GWP refrigerants, and most (61%) claim to have at least a basic understanding of the requirements. On the topic of sustainability, nearly all respondents (94%) said sustainability was at least somewhat important to them, and more than half (56%) said it was of significant importance.

According to the survey, trade publications (53%) and industry organizations (31%) were the top sources of information on regulatory changes. Other sources respondents found helpful included tradeshow such as the AHR Expo, as well as training materials, webinars and influencer channels. Additionally, more than half of the respondents (58%) said they view Emerson as a trusted partner. More than half also said Emerson’s Copeland products utilize the latest technology. Emerson continues to invest in advancing its testing capabilities to deliver solutions that will help meet the demands for more efficient, regulation-ready technologies.

Bosch Thermotechnology to Exhibit New Tech at AHR Expo 2022

WHAT: Bosch Thermotechnology, a leading global source of high-quality heating, cooling, and hot water systems, will be exhibiting at the 2022 AHR Expo. The Bosch Thermotechnology booth will feature high quality HVAC solutions and new technologies such as whisper quiet heat pumps, high-efficiency systems like the IDS Family, which utilizes inverter technology, singular combi boiler, Bosch connected controls, and more.

Bosch experts will be at the booth to discuss the newest HVAC

technologies, product features, and upcoming trends in the industry.

For more information about Bosch Thermotechnology, visit www.boschheatingandcooling.com

WHEN: AHR Expo 2022 running from January 31 - February 2

WHERE: Bosch Thermotechnology Booth: North Hall - #N9717

Las Vegas Convention Center

3150 Paradise Rd, Las Vegas, NV 89109

Honeywell Media Statement on China HFO-1234yf Patent Ruling

Honeywell supports the November 26, 2021 decision by the Supreme People’s Court in China to uphold the findings of the Beijing IP Court and the China National Intellectual Property Administration that the claims in Honeywell’s application patent (No. 201210530088.9), which cover the use of HFO-1234yf in automotive air conditioning systems, are valid. The court also dismissed Arkema’s challenge to these claims in China.

This decision goes a long way to protecting Honeywell and its authorized suppliers and distributors of 1234yf for automotive air conditioning applications in China and abroad and deterring unlicensed activity of Arkema and other unlicensed producers. The import of HFO-1234yf from China into any country in which Honeywell holds related patents is also an act of patent infringement.

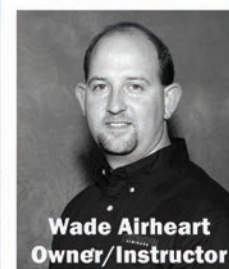
Honeywell is committed to taking all legal actions necessary to protect its investments in the development of innovative new products which reduce global warming.

Honeywell has invested more than \$1B globally in research, development, and new capacity for its low global warming HFO products, including 1234yf for automotive air conditioning applications. This investment in research and development is protected by a diverse global portfolio of patents covering various applications, unique compositions and equipment and methods of manufacture.

We are pleased with the Supreme People’s Court’s decision to reconfirm the validity of our automotive air conditioning patent claims in China.

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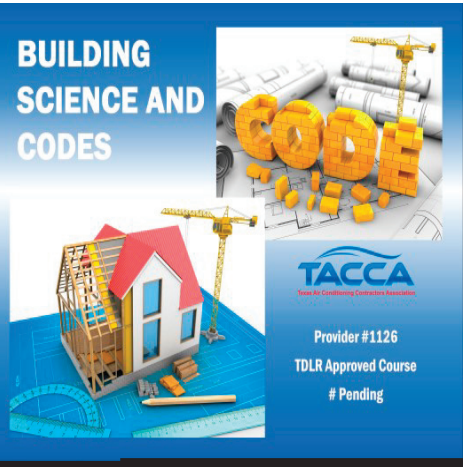


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2022 CLASS SCHEDULE

| | | |
|-------------|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| Abilene | Aug 20 | In-person TACCA Members \$159 \$0 Nonmembers \$159 |
| Austin/RR | Jan 22, Apr 2, Jul 16, Nov 12 | |
| Beaumont | Feb 11, Sep 9 | |
| Burleson | Mar 12, Aug 27 | |
| Corpus | Apr 9, Aug 27 | |
| Denton | Oct 1 | Online Rates Members \$45 Nonmembers \$59 |
| Harlingen | Apr 23, Oct 1 | |
| Houston | Jan 14, Feb 19, Mar 19, Apr 9, May 14, Jun 11, Jul 16, Aug 13, Sep 17, Oct 15, Nov 19, Dec 3 | |
| Hurst | Jan 15, Feb 26, Mar 26, Apr 9, May 7, Jun 11, Jul 9, Aug 13, Sep 10, Oct 22, Nov 12, Dec 3 | |
| Lubbock | Feb 19, Sep 15 | |
| Mt Pleasant | Feb 11 | |
| San Antonio | Jan 22, May 7, Aug 6 | |
| Waco | Jan 15, Jun 11, Oct 1 | |

Building Science and Code #23946
Code

- ◆ History and why codes are necessary
- ◆ Make code your ally
- ◆ Common code misinterpretations

Building Science

- ◆ Envelope/duct seal
- ◆ Thermal boundaries,/delivered air/moisture solutions

Texas Law and Rules (required one hour)

New course in
April
Duct Systems
for Zoning



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Product News

Johnson Controls Variable Capacity
Residential HVAC Systems Now
Compatible with Most Third-Party
Thermostats

- New Universal Thermostat Adapter allows premium YORK®, Luxaire®, Coleman® and Champion® variable capacity residential systems to interface with most third-party thermostats
- Connectivity reinforces Johnson Controls commitment for Healthy People, Healthy Places and a Healthy Planet

Milwaukee – Johnson Controls has released a new Universal Thermostat Adapter, which allows variable capacity residential HVAC systems from YORK®, Luxaire®, Coleman® and Champion® brands to seamlessly interface with most third-party thermostats.

With the Universal Thermostat Adapter, homeowners now have the power to choose their preferred controls system for their premium variable capacity split systems. It also gives homeowners who have an existing smart home system the ability to integrate it with premium HVAC systems which are part of the Johnson Controls OpenBlue connected suite of technologies.

For contractors, the adapter features an intuitive design that externally connects to variable capacity communicating furnaces or air handler units with standard ports for easy “plug and play” installation and setup with standard, 24V thermostats. It also features an online setup and configuration tool with Mobile Access Portal (MAP) Gateway and comes with a two-year factory limited warranty.

“With the Universal Thermostat Adapter, Johnson Control customers are given even more choices when purchasing premium communicating systems leading to high performance, reliable efficiency and quieter operation” said Doug Schuster, vice president and general manager, Ducted Systems, Johnson Controls. “Johnson Controls is one of few manufacturers offering this power of choice to homeowners and contractors.”

For more information on the Johnson Controls Universal Thermostat Adapter, please visit: www.york.com/residential-equipment/residential-thermostats/universal_thermostat_adapter_ds



The Universal Thermostat Adapter allows premium YORK®, Luxaire®, Coleman® and Champion® variable capacity residential systems to interface with most third-party thermostats.

RectorSeal Releases Draft-Block™ Orange

A Fire Blocking Expanding Polyurethane Foam Sealant More
Cost-Effective Than Standard Fiberglass and Caulks

Houston, TX – RectorSeal®, Houston, a wholly-owned subsidiary of CSW Industrials, Inc. [NASDAQ: CSWI], has introduced Draft-Block™ Orange, a fire blocking expanding polyurethane foam sealant for use by trade professionals across North America.

Designed for Type V residential construction, Draft-Block Orange is an excellent filler that expands up to three times to fill, bond, and insulate a wide assortment of applications. As a low pressure, one-component product, it adheres readily to wood, glass, metal, tile, concrete, and most plastics. Beyond its fire blocking benefits, Draft-Block Orange helps to reduce sound transmission.

Available in a 12-ounce aerosol can, Draft-Block Orange fills voids, cracks, crevices, and small cavities on flat and irregular surfaces. After curing, Draft-Block Orange is an odorless, non-corrosive, non-reactive inert substance.

As indicated in the product name, its orange color makes it easily identifiable during use. As a polyurethane foam, Draft-Block Orange is completely dielectric and contains no urea or formaldehyde. When properly applied, Draft-Block Orange dries tack-free in approximately 5 minutes. It is cuttable within 1 hour and fully cured within 12-24 hours. When fully cured, Draft-Block Orange is resistant to water and outdoor exposure. The product adheres to UL evaluation report R40378-01 and achieves an ASTM E84 rating.

Visit www.rectorseal.com, www.instagram.com/rectorseal, and www.youtube.com/rectorsealcorp for additional details and support materials.



Product News

Fieldpiece Instruments and SkillsUSA Join Forces to Deliver Scholarships Supporting the HVACR Industry

Ten Fieldpiece #MasteroftheTrade HVACR Scholarships Now Available to SkillsUSA Students

Fieldpiece Instruments announced it has joined forces with SkillsUSA to present \$25,000 in scholarship opportunities as a way to give back to the industry it serves. SkillsUSA, a consortium of students, teachers and trade industries working together to ensure America has a skilled workforce, has long had an aim to close the skills gap in the U.S. labor market by sponsoring heating, ventilation, air-conditioning and refrigeration (HVACR) scholarships for trade and technical students. Thanks to the new grant from Fieldpiece Instruments, ten SkillsUSA students studying HVACR in their junior or senior year of high school, or as college or postsecondary students, will receive a \$2,500 #MasteroftheTrade scholarship to continue their education in a college or postsecondary HVACR technology program.

"Fieldpiece's dedication to this field extends well beyond just equipping field professionals with the highest quality and most innovative tools so they can do their jobs faster, easier and better," said Rachel Newport, director of marketing at Fieldpiece Instruments. "Fieldpiece is also committed to supporting the next generation of up-and-coming HVACR professionals in this fantastic trade. We've recently launched free online training resources via Fieldpiece University, an online platform designed to keep industry professionals at the top of their game; and today, we are delighted to announce the Fieldpiece and SkillsUSA #MasteroftheTrade scholarship to further give back to the industry."

Through the partnership, Fieldpiece Instruments is addressing a shortage of trained labor in the HVACR industry. According to an article published by HVACR Business in September, "80,000 HVACR technician jobs are currently unfilled — representing 39

percent of the total industry workforce. At the same time, the industry is losing an estimated 20,000 technician jobs per year due to the retirement of an aging workforce or basic career attrition rates."

"We sincerely thank Fieldpiece Instruments for supporting America's future skilled workforce," said Chelle Travis, executive director at SkillsUSA. "There is a critical need for more HVACR technicians. We are rolling up our sleeves every day to provide career and technical education, and to forge meaningful partnerships between education and industry that result in a better-trained HVACR workforce and a shrinking skills gap. Working together with Fieldpiece Instruments, we can make this happen."

To apply for the #MasteroftheTrade Scholarship, applicants must be SkillsUSA members enrolled in its HVACR or general construction programs who plan to study HVACR at the college or postsecondary level in the 2022-23 (high school seniors) or 2023-24 school year (high school juniors). The scholarship application must include a résumé and either an essay (300 words or fewer) or a video (1-3 minutes) answering the question: "Why have you chosen a career in HVACR?" The scholarship opens Dec. 1 and applications must be submitted by March 1, 2022. Scholarship recipients will be announced on May 16, 2022.

Scholarships will be awarded based on the merit of the application including the essay or video and the proficiency of the SkillsUSA Framework skills demonstrated in the application materials. To receive the funds, scholarship recipients must provide an acceptance letter from their postsecondary education program or their first semester tuition invoice. The funds will be distributed directly to the school.

Ritchie Introduces the Deluxe Mini-Split Tool Kit

The most complete set of premium tools designed for the growing variety of mini-split brands and sizes



Bloomington, MN – Ritchie Engineering Company, Inc., the manufacturer of YELLOW JACKET® products, is proud to introduce the Deluxe Mini-Split Tool Kit. Designed for all mini-split refrigerants (R22/404A/410A), the Deluxe Mini-Split Tool Kit takes the guesswork out of finding the right tool for the job. This premium kit includes the YELLOW JACKET® Digital Adjustable Torque Wrench with a second wrench head for tube fittings up to 41mm hex size. The kit also includes a premium TITAN® 4-valve manifold and compact ball valve hoses, a dedicated heavy duty evacuation hose, a complete set of imperial and metric hex keys, a 10 pack of replacement Schrader cores, a telescoping inspection mirror, and additional service fittings.

Visit www.yellowjacket.com for details.



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| Broadway - 9311 Broadway Suite 200 210-829-1934 / Alamo Downs - 6900 Alamo Downs Ste. 140 210-680-6500 | | | | | | | |
| DATE | DAY | TIME | LOCATION | CLASS | REG. CODE | ZOOM | Price |
| 5-Jan | W | 8:00am - 4:30pm | Broadway | TDLR CE For License Renewal - Airflow Is Critical Test - Don't Guess | 605-115 | Y | \$135 |
| 6-Jan | Th | 8:30am - 11:00am | Broadway | Goodman / Liberty 80% Gas Furnace Installation & Startup | 605-164 | Y | \$35 |
| 11-Jan | Tu | 8:30am - 11:30am | Broadway | NATE CORE EXAM Review - Part 1 | 605-124 | Y | \$265 |
| 12-Jan | W | 8:30am - 11:30am | Broadway | NATE CORE EXAM Review - Part 2 | 605-124 | Y | Incl. |
| 13-Jan | Th | 8:30am - 11:30am | Broadway | NATE CORE EXAM Review - Part 3 | 605-124 | Y | Incl. |
| 18-Jan | Tu | 8:30am - 11:00am | Broadway | Goodman / Liberty 80% Gas Furnace Service & Troubleshooting | 605-164 | Y | \$35 |
| 19-Jan | W | 8:00am - 4:30pm | Broadway | ESCO EPA Section 608 Review & Exam | 605-101 | Y | \$175 |
| 19-Jan | W | 1:30pm - 4:30pm | Broadway | ESCO EPA Section 608 Exam Only | 605-102 | N | \$95 |
| 20-Jan | Th | 8:30am - 11:00am | Broadway | Goodman/Liberty Electric Air Handler Installation & Startup | 605-164 | Y | \$35 |
| 25-Jan | Tu | 8:30am - 11:00am | Broadway | NATE CORE Exam | 605-103 | N | \$185 |
| 26-Jan | W | 8:30am - 11:00am | Broadway | Goodman/Liberty Electric Air Handler Service & Troubleshooting | 605-164 | Y | \$35 |
| 27-Jan | Th | 8:30am - 11:00am | Broadway | Goodman / Liberty Heat Pump Installation & Commissioning | 605-161 | Y | \$35 |
| We recommend customers follow Covid-19 Safety Guidelines. | | | | | | | |
| Please do not attend if you are sick, coughing, sneezing or running a fever. | | | | | | | |
| Classes are limited to 15 persons for your protection as well as other attendees & employees. | | | | | | | |
| WE RECOMMEND ALL ATTENDEES WEAR MASKS AT ALL TIMES DURING TRAINING. | | | | | | | |

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May 5, 1952- November 8, 2021



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3. FREE: How to make your own HURRICANE PIPE STANDS and how they are far superior to anything holding condensing lines on a roof presently. My invention. Send your email address and I'll email it to you.

4. FREE: From my book: Wiring diagram that will show you EXACTLY how to wire most common simple unit's control wiring and high voltage wiring. Send your email address and I'll email it to you.

5. FreonLock™ (FL1) "THINKING OUTSIDE THE CAP". Goes OVER the existing cap. For MAXIMUM reduction of liability. **THESE ARE SUPER HIGH QUALITY.**



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6. QB1: My product

It is superior and works far better than other blow out valves. I was first to invent the concept and product for condensate lines.



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7. Gallo gun brass Adapter: Gallo gun or air gun to gauge hose direct coupling. For QB1 or any other type of blowout valve.



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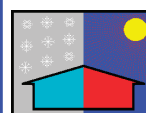
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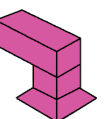
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