



Johnson Supply International Rett Syndrome “Raise a Glass for Rett Gala”



Pictures on page B9.

Solar Supply and Johns Manville Send Guests to the World Series in Houston



Pictures on page BC3.

MORSCO HVAC Dealer Meeting



Pictures on page C6.



2023 ASHRAE Winter Conference Technical Program Released

Atlanta – ASHRAE has released its technical program for the 2023 ASHRAE Winter Conference, February 4-8, 2023 in Atlanta, GA at the Omni Hotel at CNN Center and Building A of the Georgia World Congress Center. The full conference schedule is available online and in the ASHRAE 365 app. Registration is open. Click here to register now.

“The conference will focus on addressing the critical challenges we all face in rapidly evolving industry and policy landscapes. It will feature papers and programs that are pertinent to the future of buildings and how they interact with people and the environment,” said Christine Reinders-Caron, chair of the committee for the conference. “Attendees will learn about the latest developments in building design and construction, from virtual design and simulation, to decarbonization and grid resilience.”

The five-day event includes eight conference tracks, over

100 technical sessions, tours, social experiences and industry-specific committee meetings. The conference will offer a wide range of industry specific technical tracks that explore emerging approaches to building design, construction, operation, and decarbonization.

A keynote presentation will be given by Peter Leyden, a leading expert on new technologies and future trends. Peter will focus on technological revolutions in Infotech like AI, in Biotech like genetic engineering and in Energy Tech like electric transportation.

A new track at the conference, **“Pathways to Zero Energy Emissions and Decarbonization,”** highlights methods being developed to reduce carbon impact on the global environment and the actions that ASHRAE and its members are taking to advance these efforts. Sessions in this track include:

• **Accelerating Change in Building Design and Operation**

towards a Decarbonized and Net-zero Energy Future

• **Combined Heat and Power (CHP) A Key Carbon-Free Dispatchable Energy Resource**

• **Igniting a Carbon-free Fire around Building Science**

Other technical program tracks include:

- Fundamentals and Applications
- HVAC&R Systems and Equipment
- Refrigeration and Refrigerants
- Grid Resilience and Thermal Storage
- Pathways to Zero Energy Emissions and Decarbonization
- Multifamily and Residential Buildings
- Operations and Maintenance
- Building Simulation and Virtual Design in Construction

The conference includes both in-person and virtual options for attendees. The ASHRAE Learning Institute will offer 20

courses during the conference. All courses are approved for continuing education credits toward maintaining P.E. licensure.

Registration includes:

- 100+ technical sessions
- Access to AHR Expo
- Sponsor Tech Talks
- Access to the Member Lounge
- PDH Certificates of all attended technical sessions
- Networking opportunities

Registration cost \$680 for ASHRAE members (\$935 for non-members, which includes an ASHRAE membership for one year) for in-person attendees. Additional registration categories including virtual rates for individuals and groups. Tickets for tours, select social events, and ASHRAE Learning Institute Courses can be purchased during the registration process.

To learn more about the 2023 ASHRAE Winter Conference and to register, visit www.ashrae.org/2023winter.

Coastal HVAC Supply Customer Appreciation Luncheon



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TACCA Greater San Antonio Golf Tournament



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Women in HVACR 19th Annual Conference



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The Easy Way to Take Advantage of Inflation Reduction Act Heating and Air Conditioning Incentives

Mitsubishi Electric Trane HVAC US ready to help Americans cash in on heat pump incentives

Suwanee, Ga. – The Inflation Reduction Act of 2022 (IRA), a new federal law, offers eligible Americans unprecedented opportunities to potentially save money on qualified heat pumps and home energy improvement projects with tax credits and rebates.

Highlights of consumer incentives in the IRA include:
\$4.5 billion High Efficiency Electric Home Rebate Program (HEEHRP) administered by state energy offices and Indian Tribes for qualified electrification projects.

- This national rebate program is intended to support low and moderate-income homeowners.
- Qualified households can receive a rebate of up to \$14,000 with a rebate for specific equipment up to:
 - \$8,000 to offset qualified heat pump (for space heating or cooling) costs.
 - \$4,000 to offset the cost of electric panel upgrades.
 - \$2,500 for electrical wiring upgrades.
- HEEHRP provides up to a \$500 rebate per project for heat pump installers.

Significant extension and expansion of the Energy-Efficient Home Improvement Credit (25C), starting in January 2023, allows qualified households to deduct 30% of the costs for buying and installing a qualified heat pump, up to \$2,000 annually through 2032.

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 - Rebates are higher for lower-income homes.
 - Rebates are higher for lower-income homes.

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www.ac-today.com
Publisher AC Today
Editor & Ad Director Lance Lackey
llackey@ac-today.com

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It's On My Heart: Service Today

Just had an interesting thing happen on my AA flight from Phx to Dfw. I was flying out at 5:30, saw there was a 4:25 flight, started to get on it, but found no isle seats, mostly middle seats, so did not even try. That flight was cancelled one hour before it was scheduled, most moved to my flight, which is now packed. So packed the gate agent said we will not be able to gate check any bags, carry them on, pack them into the overhead or under your seat.

They must have repeated that a dozen times, and we complied. Shoving our bags into the bins, putting the smaller items under the seat, just like we were told, it got interesting, but we made it happen. Here is where the amazing part occurred.

The gate agent came aboard, she said we had succeeded, got all 202 souls on board with luggage, and did not gate check anything. Which made sense since she had told us 12 times that we could not gate check. She thanked us for doing a great job, following her instructions, helping get on board fast with a bunch of extra people included. Actually thanked us. We applauded, that is the first time EVER that a gate agent has come on board and thanked us, and I

fly every month, sometimes twice a month.

Now, for a complete reversal. Turned my rental car in, should not say what car rental company it was, cause it HURTZ. OK, you get the drift. Checked in my car, asked the guy who checked me in for a receipt. He said I would have to go to the counter inside the terminal to get a receipt, but they would only do that if the car had been checked in. I said I thought that is what you just did. He said no, that is not a complete check-in, there is more to be done, and he was already walking away. I followed and said, I guess I will just get an email receipt. He laughed, said you might. Or you might not, just depends on how things go. Then he whispered, like this is a big secret: to be honest (which is a terrible phrase to use, ever!), this company is so (he used language I would never use) up, you may never get your receipt, this company makes _____ (think he said Toyota, doesn't make sense) look good.

I went on to the terminal, note to self, look for another car rental company. And, yes, they did ask me how the rental was, and yes, I told them what I just told you.

Third example, went to

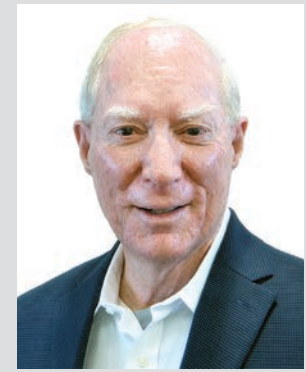
Lowes to buy a couple of hose bib covers, winter is coming in hard. At the self-checkout met Kay, who asked me what I was looking for. Told her, she directed me to an end cap where they were displayed, about 30 feet away. She said there are even more down isle 20, but these were the better quality. Accurate, these were hard plastic, I bought the cheaper ones a couple of years ago, they are some kind of foam that will disintegrate after a couple of seasons. As I left, another gentleman at the door asked me: did you find everything you needed? I replied sure did; he then said drive safe, lots of traffic today.

Got me to thinking, which doesn't take much these days, what are you employees doing to either help or hurt your brand and image in the marketplace. We spend large chunks of money to get the customers to connect, to let us into their homes and businesses, to trust us for service and an occasional installation, and one employee can improve or trash the experience.

Say I am old-school, but I feel like if you are getting a paycheck that puts bread on your table, allows you to pay utilities, buy some clothes, pay for transportation, then

you should not bad-mouth that employer. If there is a situation that needs some attention, bring it up to your direct report, you have done your job. It will not help to share the problems with customers, in fact, it will hurt your company, and if it happens often enough, it may cost you your job. Years ago I wrote an article for one of the trade magazines in which I said: these days more people will be fired because of a bad attitude than will be fired for not doing a good job. In fact, you could have an employee that is amazing at the technical side, but does a terrible job with customers, no soft skills at all. I can teach a person how to fix a water heater, tune up a furnace, do the work needed even if they have no experience. But a person who has a bad attitude, doesn't like himself and others, they can cost you more than they bring in daily. You will have a hard time teaching someone to like others if it is not in their nature.

My advice, spend some time training your team to work with the customer. They are the front lines, they interact daily, it is important to be sure those interactions are positive, and the customers feel blessed when you are done. By the way, I do mean



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!"

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the entire team, CSRs, install team, service techs, office staff, everyone. Glad we had this time today; we will talk later.

PS, it was a great trade show that Antoine put on, MTCaz is an amazing group. I saw some folks that I had not seen in years and saw some who were at the trade show over a decade ago, and still the same size as they were

then. You know who you are. Do what Ken Goodrich says you must do today to grow and succeed. Three words. Raise Your Prices. Yep, it really is that simple. Oh, and join the Service Nation, where we help business improve their financials, leading to a successful exit strategy. <http://www.serviceroundtable.com/home.asp>



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Why you need a SWOT

There are two important facts about owning a business:

- You won't be good at everything
- Some things are beyond your control.

These truths shouldn't make you give up. Instead, I want you to take a closer look at your business evaluating internal and external factors which can impact your business success and build a plan to take advantage of the opportunities you identify and the challenges you will need to address.

Look Inside First: Find your Strengths and Weaknesses.

Your strengths are the characteristics of your business or product which give you a competitive advantage. This may be a unique talent or skill set of one of your employees, elements of your fulfillment

process, pricing, delivery or customer service. These are the characteristics which answer the question, "Why should I buy from you?"

Be honest about your weaknesses. There are things your customers value that you don't do well or at all. Acknowledging a weakness give you a starting point for change. If you are missing a critical skill, take a course or find someone you can outsource the project to. If there is something wrong with your process which turns potential customers away or leaves them dissatisfied, change it.

These internal factors, your strengths and weaknesses, are the things you can change, but only if you know what they are. Not sure if you have a complete picture of your strengths and weaknesses? Ask customers why they do business with you, and

prospects who went elsewhere why they didn't.

What's Beyond Your Control? - Look Outside for Opportunities and Threats

These are the things in the larger business community which will impact your business. You can't change them, but you can decide how you want to react. Natural disasters, economic shifts, changes in tax code or regulations governing your industry are all examples of things which could positively or negatively impact your future sales. Also in this category are things like the emergence of a new competing product, service or company, or management changes at key clients.

Putting the Pieces Together to Build a Plan

The purpose of this exercise is not to simply list

these elements, but to use this information as a starting point for your action plan.

How can you use your strengths to overcome threats in your market?

What can you do to compensate for your weaknesses or eliminate them completely so you can take advantage of new opportunities?

As shifts occur in the marketplace, what actions will you take to stay one step ahead?

Revisit the Analysis

The market continues to change. Competitors come and go, and so do employees and clients. This analysis, also referred to as a S.W.O.T Matrix, is simply a snapshot in time. You should review your S.W.O.T every six months, adjusting your strategies and tactics to match the new



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.

picture of your company and environment

LEARN MORE ABOUT S.W.O.T ANALYSIS - <https://digitaltoolbox.club/swot-matrix-offer/>

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wishes you and yours a warm and wonderful holiday season.

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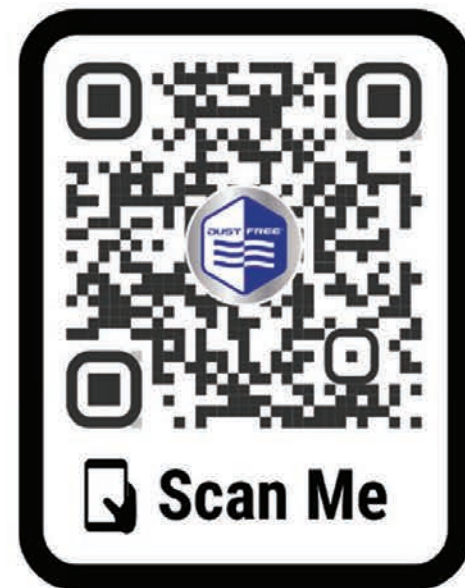
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New TACCA Training Program Powered by Interplay Learning Helps Texas Contractors Rapidly Upskill Techs for the Field

Industry-leading organizations partner to deliver innovative solutions for the ongoing skilled trades labor shortage facing HVAC service providers

Austin, Texas — Interplay Learning, the leading provider of online and VR training for the essential skilled trades, and the Texas Air Conditioning Contractors Association (TACCA), a nonprofit trade association committed to helping heating, ventilation, air conditioning and refrigeration contractors, announce the launch of a new 3D and virtual reality interactive training program designed to get newly hired HVAC technicians upskilled and truck-ready faster and level-up more experienced techs.

The TACCA SkillMill Technician Training program powered by Interplay Learning delivers online hands-on simulation training to help both residential and commercial contractors meet the ongoing challenge of the skilled trades labor shortage.

“Workforce development is one of the top priorities for TACCA and our contractor members across the state,” said Roland Arrisola, TACCA president and vice president of HVAC operations at Stan’s Heating, Air & Plumbing LLC. “With the TACCA SkillMill Technician Training, Interplay Learning empowers us to offer Texas contractors a proven training and apprenticeship solution to bring new people into the industry and quickly prepare them for the job. This innovative training is the best

opportunity for business owners to effectively connect with the new generation of talent that will be essential for success in the industry in the coming years.”

Interplay Learning’s courses for the TACCA SkillMill Technician Training include expert-led video-based training, knowledge checks, and hands-on 3D simulations to help technicians rapidly develop on-the-job skills and practice troubleshooting in a risk-free environment. The on-demand course content provides flexibility so techs can practice anytime, according to their learning style, using a tablet, computer or virtual reality headset. Small, easily digestible formats mean techs can learn a little at a time or combine multiple short lessons into longer learning sessions. Learners using the TACCA SkillMill Technician Training can also prepare for EPA certification, NATE certification and earn CEUs.

“We understand the challenges HVAC contractors face regarding the shortage of skilled technicians,” said Doug Donovan, Interplay Learning’s founder and CEO. “Partnering with TACCA is an opportunity to offer contractors throughout Texas a powerful new tool that streamlines and accelerates the process of recruiting, training and retaining the talent they

need to succeed in their markets. At the same time, the TACCA SkillMill Technician Training also serves to strengthen the tech-native next generation of the skilled trades workforce that is driving the industry into the future.”

The SkillMill Technician Training program makes it easier to manage and scale technician training. With a comprehensive dashboard, management can easily assign courses, monitor progress, and track course completion for all of their workers. They can also use Interplay’s online skills assessment to get an objective read out of their workers’ skills so that training can be customized to their unique needs.

“We are excited to partner with Interplay Learning to bring this interactive training program to Texas HVAC companies looking to quickly get their new technicians trained and keep all of their technicians honing their technical skills,” said Devorah Jakubowsky, TACCA’s executive director. “This highly effective training will save hours of time a contractor would spend with hand-on training, freeing them up to manage their business.”

TACCA’s SkillMill Technician Training powered by Interplay Learning is available to all contractors throughout our home state of Texas. More information, including technology

requirements for the platform, is listed at www.tacca.org/techtraining.

Interplay Learning is a global provider of scalable, highly effective hands-on digital learning simulations for the HVAC, plumbing, electrical, solar and facilities maintenance industries. Interplay Learning’s innovative solutions help companies grow by delivering their team members unique opportunities for advancement and career earnings potential. Interplay Learning’s digital experiential learning platform, SkillMill, conveniently turns any space into a training lab with short video courses, 3D simulations, knowledge checks, and other advanced features that prepare users to be job-ready in weeks, not years.

For more information about Interplay Learning, visit www.interplaylearning.com.

About The Texas Air Conditioning Contractors Association

The Texas Air Conditioning Contractors Association is a nonprofit trade association for heating, ventilation, air conditioning, and refrigeration contractors in Texas. These contractors design, install, maintain and service HVAC/R systems, guided by principles of honesty and integrity. TACCA is committed to improving the industry by helping members succeed.



AHR Expo Announces 2023 Education Program

New, extended program offers insight into HVACR leadership, opportunities, challenges, training and applications

Westport, Conn. – The AHR Expo (International Air-Conditioning, Heating, Refrigerating Exposition) today announced the full schedule for the 2023 AHR Expo Education Program. This year's program will feature more than 200 free seminars, including a robust panel series, new product and technology presentations, professional certifications and continuing education courses. Additionally, in response to the industry's call for more training via shared knowledge and opportunities for open discussion, the program has been extended to include Wednesday sessions.

"The Education Program has grown tremendously in recent years," said Show Manager, Mark Stevens. "The HVACR industry is changing and growing quickly and in ways that are new to us all. We're talking about training a new workforce to replenish a wave of retirement while simultaneously

taking on initiatives relating to environmental efficiency, indoor air quality, automation, cybersecurity, supply chain disruptions, new business practices, etc. – there is no shortage of necessary discussions."

The AHR Expo aims to complement the attendee experience on the show floor with application knowledge and technology found in manufacturers' booths. Education sessions provide an understanding of real-world application and practice in areas of niche discipline, as well as broader discussion topics relating to trends happening currently and on the horizon within the industry.

"Our manufacturers pack the hall with everything new," continued Stevens. "All the latest products and technologies - many that are being introduced to the public for the first time - can be seen in the exhibits on the show floor. Experts from every industry sector build on this

experience in the Education Program through their shared knowledge aimed at supporting professional career development, training and updated industry information."

In 2022, AHR Expo debuted a panel series to tackle some of the industry's larger discussions with the goal of providing open conversation among professionals across multiple job roles. This year, the panel series will return with an even more robust line-up of topics aimed to open the communication pipeline to many of HVAC's current pain points and opportunities, as well as forecast what is coming down the line.

Attendees can expect a variety of topics in sessions and are encouraged to explore the full program at https://ahr23.mapyourshow.com/8_0/sessions/#/

For more information, visit ahrexpo.com and follow @ahrexpo on Twitter, Instagram, LinkedIn and Facebook.

Johnson Controls Launches Newly Redesigned Air Handlers for Improved Homeowner Efficiency and Indoor Air Quality

- *The new air handler line is designed to improve comfort, increase energy savings, as well as meet DOE 2023 efficiency standards when matched to new outdoor condensers by Johnson Controls brands.*
- *Systems feature a next-generation, high-efficiency blower that uses up to 10 percent less energy.*

Milwaukee – Johnson Controls, the global leader for smart, healthy and sustainable buildings, has announced the launch of a new, redesigned line of high-efficiency air handlers that will improve comfort, increase energy savings and provide lasting performance. The new air handlers feature high-efficiency blowers that use up to 10 percent less energy and feature a modular architecture ideal for space-constrained applications. In addition, these new air handlers – when matched with new outdoor condensers by Johnson Controls – meet the upcoming Department of Energy (DOE) 2023 efficiency standards that go into effect January 1, 2023. The new product line is available for YORK®, Luxaire®, Coleman®, Champion®, Fraser-Johnston®, Guardian® and Evcon™ brands.

Air handlers help consumers condition and circulate air throughout the home, working in tandem with heating and cooling equipment, such as an air conditioner, furnace or heat pump. The new line features an A-shaped coil design, which provides more balanced refrigerant flow and results in long-lasting performance and lower energy usage.

SEE JOHNSON PG.13

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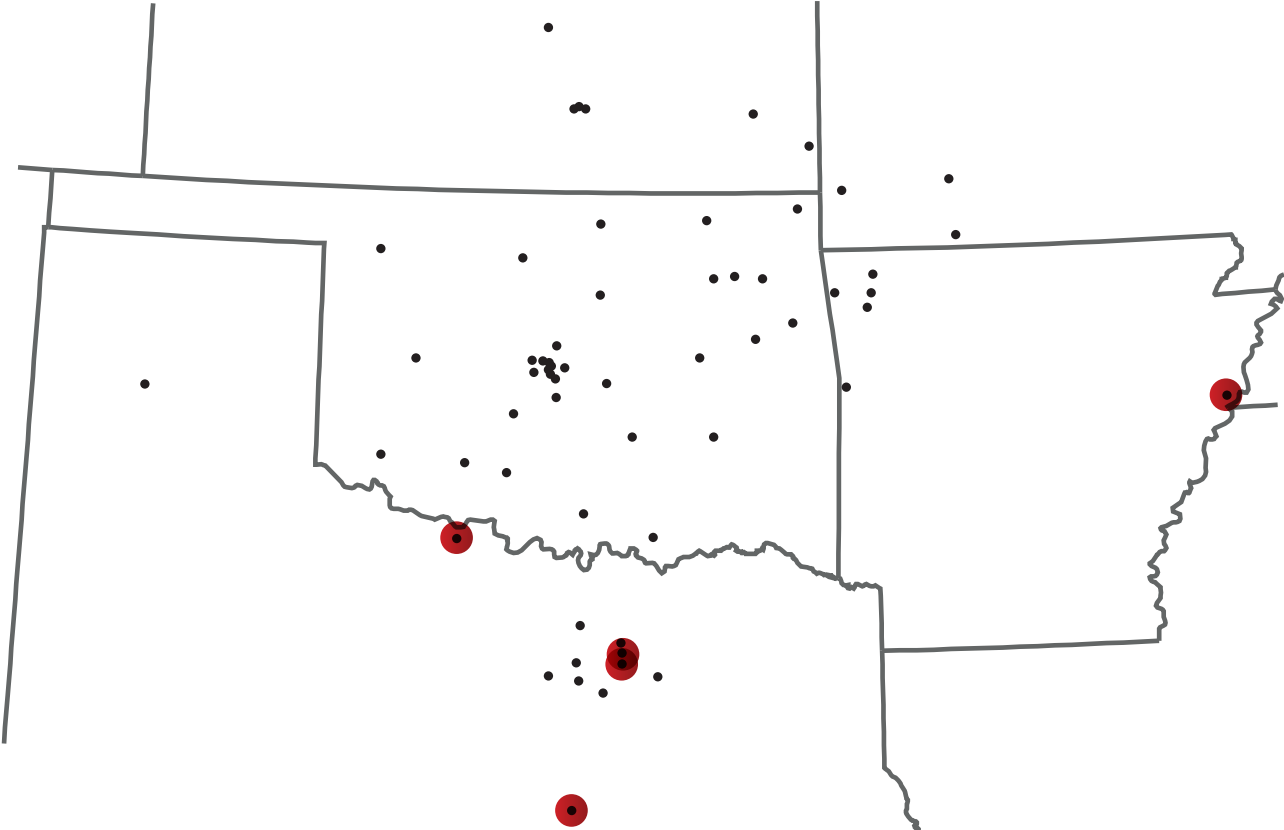
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Mitsubishi Electric Trane HVAC US Earns Integrated Home Award

Variable-capacity heat pump wins prestigious Honorable Mention

Suwanee, Ga.—Mitsubishi Electric Trane HVAC US LLC (METUS), a leading supplier of all-climate Ductless and Ducted Mini-split and Variable Refrigerant Flow (VRF) heat-pump and air-conditioning systems, announces it is the recipient of an Honorable Mention Award in the 2022 CEE Integrated Home Competition in the Connected Heating and Cooling Equipment category for the Deluxe Wall-mounted System with H2i plus® and kumo touch™ wireless controller.

The Integrated Home Competition presented by the Consortium for Energy Efficiency (CEE) identifies and supports newly available products designed for comfortable, convenient, connected homes. 2022 marks the first year METUS entered the competition. Judges honored 16 innovative connected home devices demonstrating the four tenets of the CEE Integrated Home Initiative: energy savings, demand flexibility, consumer amenity, and security.

The honored product, Deluxe Wall-mounted Heat Pump System with Hyper-Heating INVERTER® (H2i plus®) technology, uses an enhanced compressor system to deliver 100% of rated heating capacity at outdoor temperatures as low as -5° F and continued operation down to -13° F without supplemental heat. According to the U.S. Office of Energy Efficiency & Renewable Energy, cold-climate air-source heat pumps can reduce household energy consumption by up to 40%, with homeowners currently using electric resistance (e.g., baseboard heat) or fuel oil heating systems likely to see the most cost savings. Homeowners can use the kumo touch controller, a wall-mounted wireless controller with touchscreen operation, for remote control of personal comfort.

The Integrated Home Competition judges included individuals with expertise in usability, interoperability, energy-efficiency program administration, product installation, technology

performance, sales and design. Judges carefully considered detailed product submission information and observed the entries' operation and user interfaces. The award-winning products will be recognized at industry events, showcased on the Integrated Home Competition website, and promoted by select CEE member energy-efficiency program administrators through local offerings.

To learn more about the Deluxe Wall-mounted System with H2i plus and kumo touch wireless controller, visit MitsubishiComfort.com. To view the complete details and list of winners, visit www.integratedhome.org.



JOHNSON con't

The new portfolio of air handlers features two models: a fixed-speed model with a two-stage motor that can operate in a low/med/high fashion; and a variable-speed model, which matches operation to the exact speed needed, consuming less energy and reducing noise levels. Furthermore, the systems also reduce allergens with filters and indoor air quality options.

“Our completely redesigned air handlers offer exceptional performance and flexibility, featuring next-generation high-efficiency blowers with multiple airflow settings that support Johnson Controls' commitments to sustainability,” said Charles Hurd, director of residential product management, Global Ducted Systems, Johnson Controls. “The systems can be matched to a homeowner's specific comfort and efficiency needs. Additionally, the systems were designed with rigid cabinet construction for lasting performance

and features that simplify installation and maintenance.”

The new streamlined air handlers feature multi-position designs for up-flow, down-flow and horizontal applications, along with a compact, 21-inch casing depth providing flexibility and ease of access in space-constricted areas like attics and basements. The air handler is factory-installed with non-braze, bolt-on connectors, and toolless filter access streamlines installation and maintenance. Additionally, Air Conditioning, Heating, and Refrigeration Institute (AHRI) certified performance matches — which are a group of products that when used as a combined system meet the DOE 2023 efficiency standards — have also been provided for existing and new 2023-compliant outdoor systems to increase flexibility for distributors and contractors. This will help to ensure a smooth product transition when the DOE 2023 efficiency standards go into effect.

SEER2 Is Here. Is Your Team Ready?

New SEER2 product regulations go into full effect by **January 1, 2023**. To help you stay ahead of the competition, Coburn's is offering free SEER2 training courses that will quickly bring your business up to speed and help you retain sales opportunities in your territory.

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SMACNA Issues New Edition of the Fire, Smoke, and Radiation Damper Installation Guide for HVAC Systems in the HVAC / Sheet Metal Industry

Chantilly, Va.— The *Sheet Metal and Air Conditioning Contractors' National Association* (SMACNA), the leader in promoting quality and excellence in the sheet metal and air conditioning industry, today announced the sixth edition of its Fire, Smoke, and Radiation Damper Installation Guide for HVAC Systems is now available. The 6th edition has been updated from the 2002 edition and includes updated ICC/UMC/NFPA code references and expanded guideline notes as to the details of damper installation. This edition provides clarity on the responsibilities of the designers, engineers, contractors, manufacturers and local code authorities regarding fire and smoke damper systems. New information is provided on the mandatory requirements for fire/smoke damper inspection, testing & servicing.

The updated 144-page standard was revised to provide contractors, designers, and facility owners with the information they need to apply effective and efficient

solutions to their projects.

Technical standards and manuals developed by SMACNA members have worldwide acceptance by the construction and code community, as well as local and national government agencies. SMACNA standards and manuals address all facets of the sheet metal and HVAC industry – including duct construction and installation, indoor air quality, energy recovery, roofing and architectural sheet metal, welding, and commissioning – and advancements are made possible by those in the industry who provide suggestions for improvement based on knowledge, experience, and research. Materials, including the latest edition of the Fire, Smoke, and Radiation Damper Installation Guide for HVAC Systems, are available to order in book or PDF format via SMACNA's online bookstore.

For more information on SMACNA's industry-leading standards, visit www.smacna.org/resources/technical/technical-standards.

DiversiTech® Corp. Acquires ArtiPlastic®, Castel Engineering® and Rodigas®

Merger Provides HVAC/R Distributors Access to an Extensive Range of HVAC/R Products Globally

Duluth, Ga. – DiversiTech® Corp., North America's leading manufacturer and supplier of components and related products for heating, ventilation, air conditioning and refrigeration (HVAC/R), announced the formation of DiversiTech Europe, via a merger with ArtiPlastic® of Milan, Castel Engineering® of Belgium, and Rodigas® of Padua, Italy along with the existing DiversiTech/Pump House business in the United Kingdom. These four companies combined will be the leading European manufacturer and supplier of parts and accessories to the HVAC/R industry. The leaders of ArtiPlastic, Castel, Rodigas will continue to run the business.

ArtiPlastic, Castel, Rodigas and DiversiTech have been working together for over 15 years. The companies share a common heritage of being founded as family businesses with a strong long-term commitment to customers, employees, and local manufacturing. The combined company will have eight manufacturing plants in the US and Europe.

"Merging the European companies with DiversiTech to become the global leading

manufacturer of HVAC installation materials is a dream come true. We are very excited to continue to grow together with DiversiTech and simplify the work of our customers all over the world. The family Castelein will remain on board and continue to operate with the same familial and passionate entrepreneurial spirit." Jean Claude Castelein, CEO of Castel Engineering.

"This further step marks the final consolidation of our company and confirms how the values of quality and innovation are winning," said Francesco Roverato, CEO of Rodigas. "The commitment in the face of this new challenge will be great, but I am confident that I can count on the support of the people whose work every day contributes to the growth of our company."

DiversiTech, with existing presence in the United States, Canada, and the United Kingdom, looks forward to expanding its global product portfolio and application expertise with mini-split systems & heat pumps in commercial and residential markets, as well as providing a differentiated service model in Europe to better serve its customers and continued growth globally.



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Year End Fun and Games—Your Sales Forecast

It's that time of year—time to do your sales and budget forecast. (Actually, you should have already done it, as I recommend you do your forecasts early in the 4th quarter, but I know you're busy trying to dodge the sub-surface mines in this crazy economic sea!)

Let's walk through a simple—real simple—example. Let's do a forecast for Fester's Best Heating Company, a mid-sized outfit located in the suburbs of a large metro area.

Fester has 8 employees—he oversees the 4 installers; his wife oversees the 2 service techs. He has sales and expense records for the last 9 years by month.

Fester should begin by taking the average of his monthly sales over the last three years. There are two ways he can do this. He can simply add the three Januaries together and divide by three; repeat for the three Februaries, and so on. Or, to be more accurate,

he should do a weighted average—take last January times 3, the January before that times 2, and the third January back times 1. Add the results and divide that total by 6 (the sum of the weights). This gives half the vote to the most recent year and better reflects current economic trends. (After all, 2007 was the year before the economic crisis developed.)

He should then figure what each month is as a percentage of the total for the year. Here are Fester's numbers:

January	4.4%	February	1.3%	March	4.3%
April	4.7%	May	11.1%	June	14.5%
July	14.0%	August	12.7%	September	7.2%
October	9.3%	November	8.1%	December	8.5%

Last year, Fester's sales totaled \$980,000. He expects inflation to be flat and he wants to grow sales by 15%. What should he see for sales by month next year?

Simple! Just take \$980,000 times 1 (for no inflation) and take that times 1.15 for \$1,127,000. (If he wanted to assume inflation, he

would multiply last year's sales by 1.x where x is the assumed inflation rate.)

January's sales would then be \$1,127,000 x 0.044 = \$49,588 (which we can round off to \$49,600). February would be \$1,127,000 x 0.013 = \$14,700 (approximately), and so on. I'll leave it to Fester to finish this task.

Next, he has to estimate his direct costs. Using last year's data, he sees that for every dollar he sold, he spent \$0.40 at the suppliers for

equipment and material. That lets Fester estimate his monthly material costs by simply multiplying the monthly sales by 0.40 (assuming no change in supplier prices... yeah, right). If suppliers raise their prices, he would need to add a factor for the price increases.

For labor, he sees that on average in labor came to 22%

of sales. Likewise, he can ballpark monthly labor costs by multiplying the monthly sales by 0.22.

Finally, all the other direct costs (such as freight, subs, warranty and so on) came to 5% of his sales, so he can multiply each month's sales by 0.05 to get a ballpark figure for the rest of the costs. He can then add all of these up to get the monthly direct costs forecast. (In this case, it would come to \$1,127,000 x 0.67 or \$755,090, giving him a gross margin of \$371,910 (33%).

For the overhead, he needs to figure it two ways—a monthly estimate tied to the sales for the variable overhead (such as fuel, postage, utilities, advertising and the like) and a fixed monthly amount for the fixed overhead (like rent, office salaries, dues, license, and the like). Fester needs to look at his overhead from last year and ask himself for each account what he expects to see in the upcoming year—more

or less, and adjust his forecast accordingly. For the fixed overhead, he then divides the total of all the fixed overhead expenses by 12 and puts that in each month's budget column. For the variable overhead, he would take the total variable overhead and multiply it by the sales percentages by month to get a good idea of what those expenses will do.

Finally, if Fester expects any expense to change by a factor other than these assumptions, he must allow for that. For instance, if he expects health care costs to rise more than the 15% sales goal, he needs to bump up his insurance costs accordingly. Likewise, if he plans on a wage increase for his employees, he may need to increase labor by more than the 15% volume increase, unless the sales increase will come with the same amount of labor as last year.

The entire process can be done by hand on a few sheets of paper in an afternoon. It can be



Richard Harshaw

done on a spreadsheet in a few minutes (after you design the sheet, which may take several days).

Once done, Fester should do one final thing—figure two more forecasts off the one he just finished. He needs to run a forecast called “Holy Cow, what a Year!” (for a year much better than he thought) and another for “Oh, No, The Defecation is Hitting the Air Circulator!” (for a terrible year). Then he should watch sales and expenses month by month and see which track he seems to be on, and then adjust his plans accordingly.

Have a happy and safe holiday, and may next year find you rising out of the ashes to a strong future!

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Product News

RectorSeal® Adds to Safe-T-Switch® Line-Up With Multi-Purpose Water Sensor

Houston, TX— RectorSeal LLC., a leading manufacturer of quality HVAC/R and plumbing accessories and a wholly owned subsidiary of CSW Industrials, Inc. [NASDAQ: CSWI], is pleased to introduce another innovative product to its Safe-T-Switch product line: The patent-pending SSW Multipurpose Water Sensor.

With no moving parts to break or become clogged, the SSW Water Sensor is placed directly into a metal or plastic secondary drain pan or on a floor. The SSW's logic circuit continuously samples the sensor probes for the accumulation of water and determines if its presence is transient or permanent. When proprietary sensors detect as little as 1/16-inch of permanent water, the SSW Water Sensor automatically shuts off the HVAC system. A red LED on the unit's top cover indicates that the SSW has been activated.

The SSW Water Sensor is designed to automatically reset after the water has cleared.

Installation of the unique, puck-style SSW Water Sensor is easy, and the weight of the unit offsets the need for mounting. The unit is UL 508 recognized and comes complete with all wiring required for installation.



RectorSeal® Introduces Quiet, Convenient Aspen® Mini White Silent+ Condensate Pump

Houston, TX— RectorSeal LLC., a leading manufacturer of quality HVAC/R and plumbing accessories, and a wholly owned subsidiary of CSW Industrials, Inc. [NASDAQ: CSWI], has introduced the Aspen Mini White Silent+ condensate pump, a flexible, convenient option that complements the high-wall ductless units of all leading residential and commercial manufacturers.

This new-generation mini pump fits easily beneath such units, and the slim, stylish profile design offers installation options and quick access for routine maintenance. In addition:

- The Aspen Mini White Silent+ incorporates new ultra-quiet technology that limits any vibration caused by water pulses, thus reducing sound transfer, while a resilient mounting further minimizes fluctuation and noise.
- The soft-start capacitance technology driven by a fully variable speed motor optimizes the pump speed in response to the unit's flow rate.
- The pump's advanced design with fully potted electronics provides resistance to shock and vibration and prevention of moisture and corrosion.

A core benefit of the Aspen Mini White Silent+ condensate pump is its flexible installation. The unit is designed to fit beneath a high-wall indoor ductless cassette positioned within the ductless unit's shadow line. The pump has a reversible inlet that allows for both left and right installations, and the



unit's easy-access panels mean there is no need to disturb the evaporator when cleaning the unit's filter.

Reservoir clips are positioned for easy removal and replacement, and the Aspen Mini White Silent+ accepts a standard five-eighths inch drain hose from the ductless unit.

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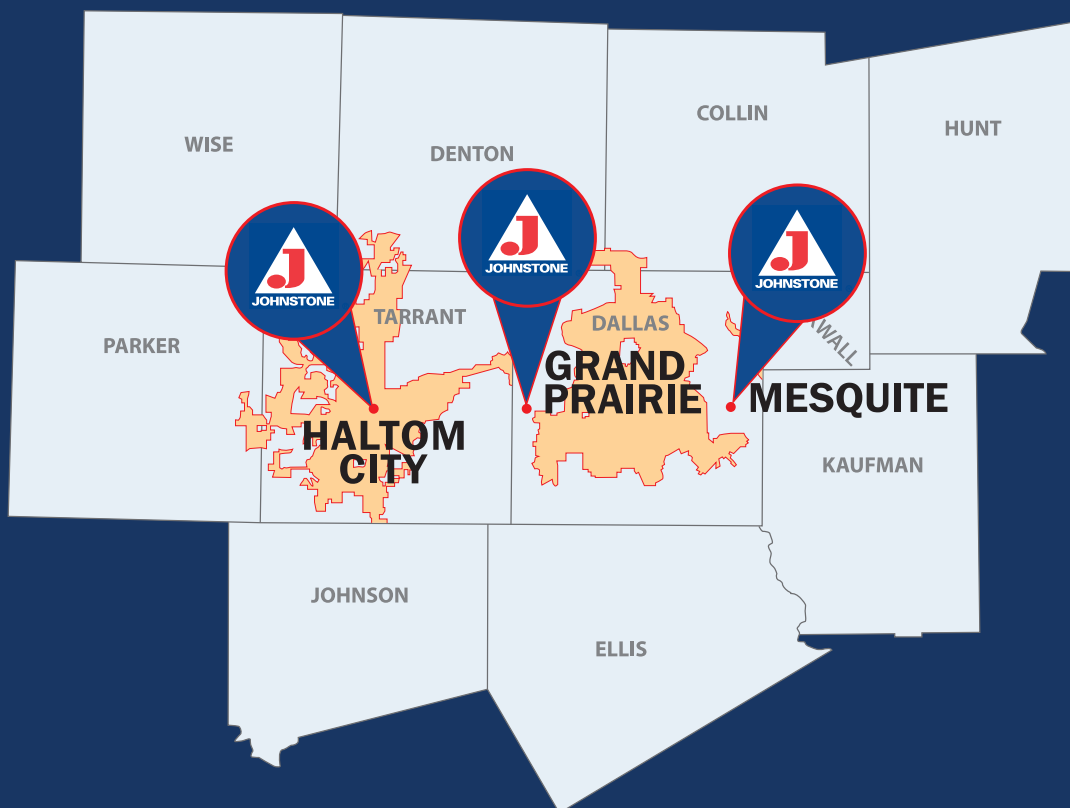
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- Airwaves Air Conditioning & Heating, Inc. - Burleson
- Always There Heating & Air LLC - Fresno
- Aquilla Mechanical LLC - Aquilla
- Archie's Electrical & AC Mechanical Service - Houston
- ATS Mechanical Services, LLC - Cypress
- Austin Star Services - Austin
- Automatic Appliance Service - Beaumont
- Basquez Mechanical - Livingston
- Brian's Heating & Air - Hutto
- Cavalry Air Care - Fair Oaks Ranch
- Centex Mechanical Air & Heat - Bastrop
- Comfort Rangers - Spring
- Crow's Plumbing, Heating and Air - Round Rock
- Daffan Cooling - Granbury
- Daily Service Company LLC - Woodway
- Elite Performance Heating & Cooling LLC - San Antonio
- GM Mechanical - Fort Worth
- Green Leaf AC, Heating & Plumbing - Hutto
- High Performance A/C and Heating LLC - Kingwood
- Ideal Air Services Inc. - Katy
- J&M Service - Iraan
- Johnson Air Conditioning and Mechanical - San Antonio
- Lynn's AC and Heating Co - Deer Park
- Mark Gatewood - Salado
- Master Air Inc. - Pearland
- My A/C Works, Incorporated - McKinney
- One Hour Air - Rockwall
- Otis Heating & Air Conditioning - Crosby
- Precision Air - Corpus Christi
- Reliable Heating and Air LLC - Lubbock
- Savoy Services - Round Rock
- SouthCoast Heat & Air - Sante Fe
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- Trane Supply

Thank you for your membership and support of HVAC/R in Texas!

Another Great Conference in the Books!

The 2022 AC Live Conference and Expo wrapped up on October 28 and we were thrilled to see many new and returning attendees and exhibitors! Texas Air Conditioning Contractors Association (TACCA) staff and board members had a great time meeting and visiting with everyone at the show. We improved a few things from 2021, tried a couple of new ideas, and according to preliminary survey results, exceeded expectations for the conference experience.

2022 AC Live by the Numbers

- 1 New pre-conference profitability workshop
- 2 TACCA staff members
- 8 approved hours for license renewal
- 10 great speakers
- 10 continuing education sessions
- 12 casino tables
- 12 conference sponsors
- 40 pounds of mashed potatoes and all the fixins
- 44 exhibiting vendor booths
- 92 vendor representatives
- 106 attendees
- 283+ days of planning



What attendees said:

"Offered good advice on HVAC contractors dealing with homebuilders."

"Enjoyed the entire conference. Definitely will be back next one."

"Networking is something we love. My team was able to meet in person other industry partners and left with more resources."

"The Casino was a lot of fun and very enjoyable."

"I enjoyed this more than any other A/C conference I have ever attended."





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Product News

Bosch Thermotechnology Adds Wireless Connectivity to Inverter Heat Pumps with IDS Premium Connected

The Bosch Inverter Ducted Split (IDS) Premium Connected delivers 20+ SEER efficiency and connects wirelessly for remote monitoring of energy usage, troubleshooting and more.

Watertown, Mass.- Bosch Thermotechnology, a leading global source of high-quality heating, cooling, and hot water systems, today announced the newest and most advanced addition to its Inverter Ducted Split (IDS) family, IDS Premium Connected. This Air Source Heat Pump system provides maximum comfort with minimum energy usage and adds an interactive, connected platform for contractors and homeowners.

IDS Premium Connected features wireless connectivity to the Bosch EasyAir App, allowing contractors to easily access the information they need to conduct on-site installation, troubleshooting, and warranty registration. Homeowners can use the Bosch EasyAir app to monitor their energy usage and receive critical alerts, as well as contact their contractors for maintenance and repairs.

The IDS Premium Connected provides a premium 20-plus SEER energy efficiency, whisper quiet sound levels as low as 56 dBA and easy installation in a small, compact physical footprint. The fully modulating inverter compressor offers 36 percent to 130 percent capacity with modulation in 1 percent increments. In practice, this capability allows the IDS Premium Connected to precisely match the heating and cooling load while achieving maximum efficiency. This system also has a heating seasonal

performance rating of 10.5 and can provide heating even when outdoor temperatures drop as low as -4° F (-20°C). The accompanying air handler includes a two-stage x13 electronically commutated motor blower for enhanced humidity control and an all-aluminum coil for superior corrosion resistance. The IDS Premium connected outdoor unit is available in 36k BTU and 60k BTU capacity.

IDS Premium Connected is available now. For more information about Bosch Thermotechnology, visit www.boschheatingandcooling.com.



PHCCCONNECT2022: P-H-C Contractors Convene in the Queen City for Constructive Collaboration

The convention halls in Charlotte, North Carolina, were bustling with close to 1,300 attendees and over 130 exhibitors at PHCCCONNECT2022, Oct. 5-7. Excitement was in the air as PHCC also welcomed 61 young professionals to its new Rising Leaders Summit and hosted 74 new exhibitors on the tradeshow floor this year.



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The entire team at Complete Curb Products would like to wish you a Merry Christmas and Happy New Year. In observance of the Christmas holiday CCP will be closed on the following dates: December 26, 2022 and January 2, 2023

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IS THE HEAT PUMP A JOKE?
As many of you know, I got my start in the HVAC trade / industry at the HydroTherm Boiler Company. The man I commonly refer to as my father, Elwood Weaver, the Executive Vice President and ultimately a part-owner in HydroTherm, had a joke back in the 1970s. The joke was, “you would never install a heat pump north of Richmond, Virginia.”

Now this was a joke but one that had some real basis in truth ...

You see, although the heat pump dates much further back, it wasn’t until the 1970s where they were starting to get some traction in North America. Before 1980, many heat pumps had a Seasonal Energy Efficiency Rating SEER of 6 or less and a Heating Seasonal Performance Factor HSPF below 5. The numbers simply didn’t work for most climates north of Richmond, Virginia because the 1970s vintage heat pump crapped the bed at approximately 47°F / 8°C outdoor air temperature ... they weren’t de-rated at this outdoor temperature but rather they were OFF!

How the 1970s heat pump attempted to make up for this rather extreme limitation was with an electric heat backup better known as the electric strip heater. When the outdoor

temperature dropped below the lowest operating temperature of the heat pump, the electric strip heater kicked in ... and so did your electric utility meter! Again, the joke in the boiler business was that the “meter would spin right off the wall!”

Ok ... let me jump to 2022 and some recent occurrences in my own life that made me realize there still is a perception among some (mostly civilians) that heat pumps still can’t perform in cold weather climates.

I was at an airport (story of my life) going through the TSA checkpoint. The TSA officer noticed I was wearing a shirt from an HVAC distributor ... he said to me, “you are into those heat pumps, yeah?” I replied, “yes sir!” to which he replied, “yeah, they aren’t any good here in Pennsylvania.”

In the moment, my instinct was to go into my full, HVAC heat pump advocate mode and begin to tell him why he was so wrong ... but then I thought again, I simply smiled, thanked him and moved on to place my backpack on the X-ray machine’s conveyor belt.

Another recent reminder reveals that even civilians who claim to be educated in such matters, are often just plain wrong.

In the state of Maine, someone running

for a seat in the State House of Representatives and whose resume claims he currently is a member of the National Conference of State Legislatures Committee NCSL on Agriculture and Energy made the following statement:

“Fossil fuel use reducing devices such as heat pumps are insufficient for households.”

WOW! Pennsylvania and Maine not heat pump territory? Portland, Maine in the United States being 1,349 miles / 2,171 kilometers south from St John’s, Newfoundland in Canada where heat pump installations are on the rise with the support of Federal incentives and initiatives. I live in Central Pennsylvania and installed an inverter based, heat pump unitary system in our home here three winters ago and our home is warm, comfortable and EFFICIENT!

I train HVAC installers and technicians on heat pump products that are as high as 38 SEER with HSPF as high as 15 with heating capability down to -22°F / -30°C (80% of rated heat capacity at these numbers but heating capability well below these numbers).

We as a trade / industry still have much work to do to combat this misconception about heat pumps. One of my mentors early in my career was Harry Eklof, an icon in the HVAC manufacturer’s rep business. Harry use to say, “perception is reality to the uniformed.”

I am an HVAC heat pump advocate ... my career and income for the last decade has been solely based on the promotion of inverter heat pump technology but, I’m also a realist. I do have great concerns that we may be a bit short-sighted in our goals to eliminate fossil fuels in both the United States and Canada. The



Gerry Wagner

Gerry Wagner is the Vice President of Business Development for Bathica in Quebec, Canada. He has 41 years in the HVAC 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

electrical grids are not prepared for EVERY home to be “electrified” and “de-carbonized” and every car to be electric yet some political and industrial leaders seem to think otherwise ... or maybe more accurately, haven’t considered the old adage, “be careful what you wish for.”

Let me be clear, electrification and de-carbonization is the correct path not only environmentally and economically but also to reduce dependency on unreliable (and often unfriendly) fuel sources globally.

Elwood Weaver never saw the heat pump as a real threat to his boiler business ... he thought it was a joke, but I know if I could have a conversation with him today, that even Elwood would see that the heat pump in the United States and Canada is NO JOKE ... it is our future!

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Season's Greetings

With sincere thanks for your support throughout the year, we wish you a very happy holiday season and a prosperous New Year!

Ava, Brittany, Sean, Jake, Ray, Duane, Gary, Kelly, Mace, BJ, John, James, David, Lenny, Wes, Jeremy & JoJo





Longtime San Antonio RSES Chapter Member Passes

Peter Edward Smith, age 84, passed away to be with our Lord on Sunday, October 16, 2022, in his home in Atascosa, Texas, surrounded by family and loved ones.

Pete was born in New Jersey on December 7, 1937. He grew up in St. Augustine, Florida, and enlisted in the Air Force after high school. While stationed in San Antonio, Texas, Pete met the love of his life, Fay Carol Watts.

He spent his second career in the HVAC industry and later retired from PHI, Inc. He is fondly remembered by fellow servicemen, coworkers, and friends for his genuine smile, his clever sense of humor, and his enthusiasm to always lend a helping hand.

Whistler, Vancouver, and Coronado: Trane Dealers Work Hard to Play Hard

Houston, TX- Hunton Distribution wants to thank the best of the best: our Trane dealers! We work hard to play hard, and so do our dedicated Trane dealers that keep us in business with their steadfast loyalty and support. Providing exclusive dealer incentive trips and experiences is one way that we celebrate these big wins with our dealer family. August 29th through September 5th,

our top dealers enjoyed a trip to Whistler & Vancouver in British Columbia, Canada. Our dealers enjoyed fresh seafood, a guided tour of the infamous Blue Ice Cave, gourmet lunch and a champagne toast on top of a glacier, and even a sail on a private yacht with cocktails and hors d'oeuvres. It's easy to see why these trips often have a waiting list.

The trip to Coronado, located in the

San Diego Bay, was equally as memorable. Located right on the beach, dealers stayed at the legendary and iconic Hotel Del Coronado, opened in 1888. They then hit the local hot spots including the zoo, botanical gardens, and sailed at sunset on a cruise with cocktails, canapes, and dancing. The grand slam, however, was the winning view from the rooftop bar and sky lounge overlooking the Padres Stadium. "It's

always so special to be able to celebrate with our dealers and catch up on a personal level with their families," shares Charlie Hunton. "They are the reason we are here, and I'm incredibly grateful for these opportunities. I can't wait to see where the future takes us next!"

To learn more about Hunton Distribution or its leadership team, please visit www.huntondistribution.com.



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Johnson Supply International Rett Syndrome "Raise a Glass for Rett Gala"

On November 12, 2022, Johnson Supply and the International Rett Syndrome Foundation teamed up for the 3rd annual Raise a Glass for Rett Gala!

The local viewing party was held at the Omni Hotel in Houston, Texas, which included dinner, a silent auction, and live programming, including performances by Kevin & Coletton Black! Our Houston event surpassed the initial goal

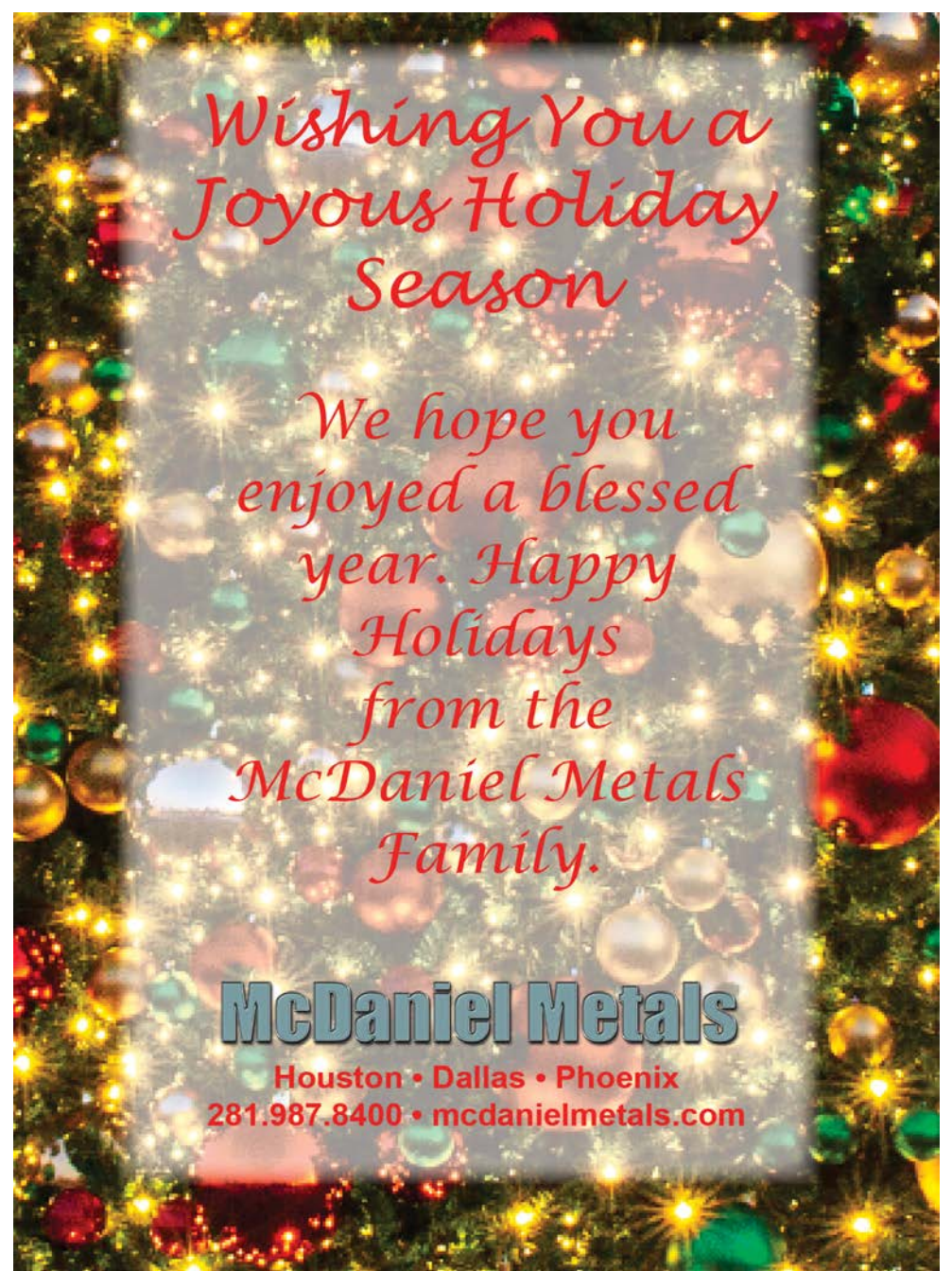
of \$36,000 by raising a total of \$71,315. All funds raised are for the sole purpose for IRSF to advance their mission, accelerate research, and empower families as we work towards a world without Rett.

100% of all sponsorships, tickets, and donations directly benefit IRSF's mission and Johnson Supply is proud to be a supporter in the fight against Rett.



Thank you for a great 2022!
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— Mike, Pete, Robert & Micah

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New PHCC Chapter Organized in Arkansas



Alexandria, VA- The Air Conditioning Contractors of America (ACCA) opened registration for the ACCA 2023 Conference and Expo taking place April 2 - 5, 2023 in New Orleans, LA

The Plumbing-Heating-Cooling Contractors—National Association (PHCC) is pleased to announce the formation of a new PHCC-affiliated state chapter in Arkansas: the Association of Plumbing-Heating-Cooling Contractors of Arkansas PHCC (referred to now as PHCC of Arkansas).

Officially chartered in October 2022 as a PHCC-affiliated association in Arkansas, the chapter has elected officers, identified goals for 2022 and established a recruiting strategy to bring on new members to the organization. The national PHCC office will provide administrative support until full services are established at the state level.

When announcing the new chapter at the Oct. 7 PHCC Annual Business Meeting, 2021-2022 PHCC-National President Joel Long said, "One of our strategic goals is to expand our geographic reach, and we're thrilled to welcome this new chapter in Arkansas. LEADERSHIP MATTERS and there were two important individuals who made this happen in a very short amount of time: Chris West of Chris West Plumbing, Inc. and Brent McDiarmid of Glenn Mechanical Company. We look forward to working with them and the other charter members to advance the industry for our members in the great state of Arkansas!"

The Arkansas chapter will work with local members and industry partners to establish a strong state affiliate to give contractors access to the education, training, regulatory and legislative support to place them a step ahead of the competition. McDiarmid will serve as president and West as vice president.

As West pointed out, this new PHCC affiliate will work to build awareness in Arkansas about the value of PHCC membership. "We will be spreading the word that PHCC does make a difference," he said. After all, "We may be competitors, but we will all find common ground," McDiarmid added.

During the announcement, Long pointed out how quickly the chapter was formed once a decision was made to move forward and praised West and McDiarmid for providing leadership support throughout the process. "Four weeks ago, a conversation took place when Brent and Chris decided to create a chapter. When they found out they needed 10 members to get started, they got them in about two weeks!"

"We jumped through some hurdles to make sure this chapter became a reality. We want to make an impact on the organization and trades," McDiarmid said.

For information on all PHCC provides to contractors, click here. If you are interested in learning more about how to join the new Arkansas chapter, contact membership@naphcc.org.



**Thanking You for
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*We wish You a
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& a Happy and Healthy New Year!*

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ACCA 2023 Conference Registration Now Open

Event Keynote from Dee Ann Turner - former Vice President, Talent and Vice President, Sustainability for Chick-fil-A, Inc.

Alexandria, VA- The Air Conditioning Contractors of America (ACCA) opened registration for the ACCA 2023 Conference and Expo taking place April 2 - 5, 2023 in New Orleans, LA.

The ACCA 2023 Conference & Expo provides HVACR training opportunities and powerhouse speakers covering the most critical and timely topics affecting HVACR contractors today. Sessions cover a wide range of topics that will help contractors be better businesspeople and grow their profit margins year-over-year.

The opening keynote speaker for the ACCA 2023 Conference & Expo is Dee Ann Turner, former Vice President, Talent and Vice President, Sustainability for Chick-fil-A, Inc. During her keynotes, Turner explains how to combine the ingredients of a remarkable culture with extraordinary talent to create customer loyalty through a legendary customer experience. The difference between amazing customer service and poor

customer service is an employee who cares. Through her stories and experience, Turner helps her audience learn how to select, train, and motivate people to care more.

The ACCA 2023 Conference & Expo also features general sessions, including the Manufacturers Leadership Forum, ACCA Town Hall, Lunch with the Leaders, and Contractor Forum Live.

Other must-attend breakout sessions include:

- **Don't Be Held Hostage to Your Employees** Aaron Ruddick, Reliable Comfort
- **I Learned It All At The Bar** Matt Marsiglio, Flame Furnace and Ben Kelley, CroppMetcalf Services
- **Codes & Coffee** Live Manny Chaves, Chaves Heating & Air Conditioning, Inc. & David Bixby, ACCA
- **From "Entrepre-doer" to Entrepreneur** Chris Crew, The Blue Collar Success Group

Several networking events

are scheduled to allow contractors to learn from each other, as well as leading industry experts throughout the event. Networking events include:

- **VIP Awards Reception** - Sunday, April 2, 2023
- **MIXer Networking Reception** - Sponsored by Heartland Home Services
- **Emerson Sponsored Party**

The Expo will be open April 3 - 4, and will provide the opportunity for attendees to connect with businesses that specialize in consulting, staffing, insurance, HVACR design, HVACR training, legal services, financial services, and more.

Registration for the ACCA 2023 Conference & Expo is open with early bird pricing. ACCA Members can save up to 30% off regular pricing! Visit www.accaconference.com to register for the event.

If you are interested in being an exhibitor or sponsor, please contact Dylan Burkhart ACCA Business Success Specialist at sales@acca.org.

The Geo Home in Houston: A Healthy, Sustainable Home that Provides Consistent Comfort with Heat Pumps

Suwanee, Ga. – Geo is a net-positive energy home built for health, safety and a sustainable, nature-inspired living experience. Designed by GIGA Construction (Austin, Texas), Geo is the first project in the Houston 610 loop to pair a Tesla solar roof with battery backup for electrical grid independence.

The solar-powered residence keeps energy requirements low with an airtight envelope, insulation, LED lighting and highly efficient appliances.

Mitsubishi Electric's variable-capacity heat pumps provide consistent comfort and the energy efficiency that Geo needs to fulfill GIGA Construction's nature-inspired design.

The heat pumps use minimal electricity generated by the home's photovoltaic array and can operate off-grid using only battery power

for approximately four days. This gives Geo sustainable heating and air conditioning even during the night and on cloudy days.

Mitsubishi Electric heat pumps pair very well with a home run fully off a solar panel grid," says Garrett Traweek, Territory Sales Manager, Johnson Supply. "A standard unitary system draws too much electricity with a hard start. If you want to run your HVAC solely on a solar panel roof, Mitsubishi Electric is the only route to go."

Powered by the sun, the Mitsubishi Electric system uses heat drawn from the outdoor air to keep Geo warm during the winter without burning fossil fuels. Electrical grid independence and maximum comfort with Mitsubishi Electric demonstrate how sustainable homes like Geo benefit both families and the environment.



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Classes are limited to 20 students. Visit tacca.org/examprep.

NTEA Supports U.S. Senate Catalytic Converter Anti-Theft Legislation

Farmington Hills, Mich. — NTEA – The Association for the Work Truck Industry announced support for legislation to combat the rise in catalytic converter theft. The Preventing Auto Recycling Theft (PART) Act (Senate Bill 5024) — introduced by U.S. Senators Amy Klobuchar (D-MN) and Ron Wyden (D-OR) — is designed to help law enforcement more effectively trace stolen converters and address these thefts. A companion bill (H.R. 6394) was introduced by

U.S. Representative James Baird (R-IN) in the House of Representatives earlier this year. “Theft of catalytic converters and other precious metals is widespread in our country and is costly to victims of such theft,” said Steve Carey, NTEA president & CEO. “This legislation is a step in the right direction in addressing this problem. NTEA applauds the efforts of Sen. Klobuchar and Sen. Wyden, as well as Rep. Baird, and encourages industry companies to support this important effort by contacting their legislators.”

NTEA joins the National Automobile Dealers Association (NADA) and the American Truck Dealers (ATD) in endorsing S. 5024. In a press release, Sen. Klobuchar notes that catalytic converters are used to reduce the potency of toxic emissions

from an internal combustion engine and required for vehicle compliance with the Clean Air Act. According to the National Insurance Crime Bureau, catalytic converter thefts rose by over 325% from 2019 to 2020. Replacing these parts imposes significant financial costs to vehicle owners, and can even result in a total loss to the vehicle.

The PART Act would:

- Require new vehicles to have a vehicle identification number (VIN) stamped onto the converter to allow law enforcement officers to link stolen parts to the vehicle from which they originate;
- Create a grant program through which entities can stamp VIN numbers onto catalytic converters of existing vehicles;
- Improve recordkeeping standards for purchasers of used catalytic converters; and
- Establish enforceability of laws around catalytic converter theft by codifying these crimes as a criminal offense.

For additional details, visit ntea.com/partact.

ABOUT NTEA

Established in 1964, NTEA – The Association for the Work Truck Industry, a 501(c)(6) organization, represents more than 2,000 companies that manufacture, distribute, install, sell and repair commercial trucks, truck bodies, truck equipment, trailers and accessories. Buyers of work trucks and the major commercial truck chassis manufacturers also belong to NTEA. The Association provides in-depth technical information, education, and member programs and services, and produces Work Truck Week®, Green Truck Summit, Commercial Vehicle Upfitting Summit, and Executive Leadership Summit. The Association maintains its administrative headquarters in suburban Detroit and government relations offices in Washington, DC, and Ottawa, Ontario, Canada.



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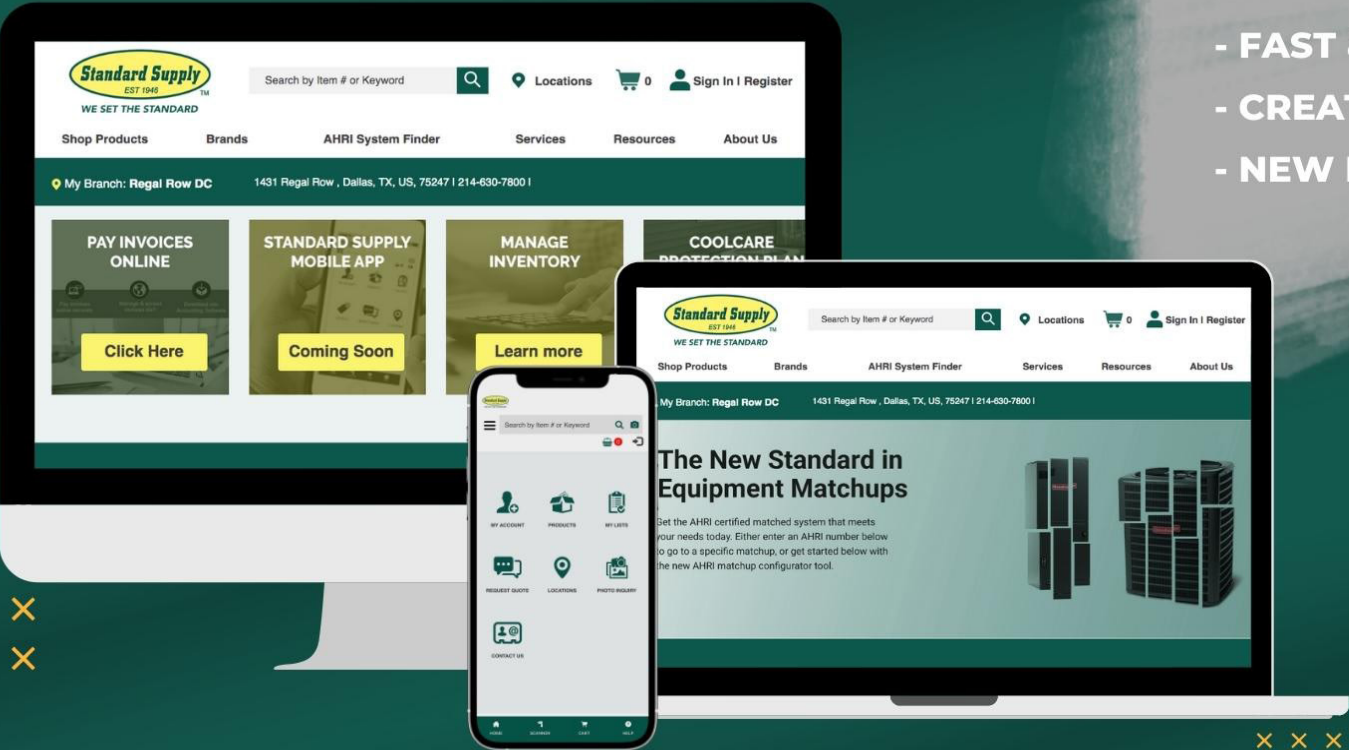


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Randy and Ashley Allen of Harcon Mechanical with the 1st inning game ball. Kara Shane in the background.



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Adam Gereau and Reba Talavera with Premier AC at Game 2.

Ice Air President and Co-CEO, Mo Siegel, Retiring

Ric Nadel will be President and CEO.

Mt. Vernon, NY – Ice Air, LLC, the developer and manufacturer of a wide variety of HVAC units, announced that Mo Siegel, president and co-CEO, is retiring after a 50-year tenure at the company. Siegel will participate as a consultant to the company.

Ric Nadel, who served as Chairman and Co-CEO with Siegel, will be Ice Air's new President and CEO.

Ice Air, LLC, which is headquartered in Mount Vernon, New York, develops and manufactures a wide variety of HVAC units to provide superior new construction heating and cooling systems and to replace old installations. The company offers advanced green technologies.

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to all of our loyal customers for their support during the last year. Best wishes to all for a Healthy and Prosperous 2023.



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Coastal HVAC Supply Customer Appreciation Luncheon

Coastal HVAC Supply held their 13th annual Customer Appreciation Luncheon at their Esplanade location in Houston on Wednesday November 9th. The catered lunch had fried catfish and chicken tenders along with delicious desserts. The annual event is for customers and vendors and hosted by Coastal.



MORSCO HVAC Dealer Meeting

MORSCO HVAC held their Annual Dealer Meeting at The Worthington Renaissance Hotel in Ft Worth on November 11th. The all day event had a Vendor Fair, Dinner, Prizes and Silent Auction.





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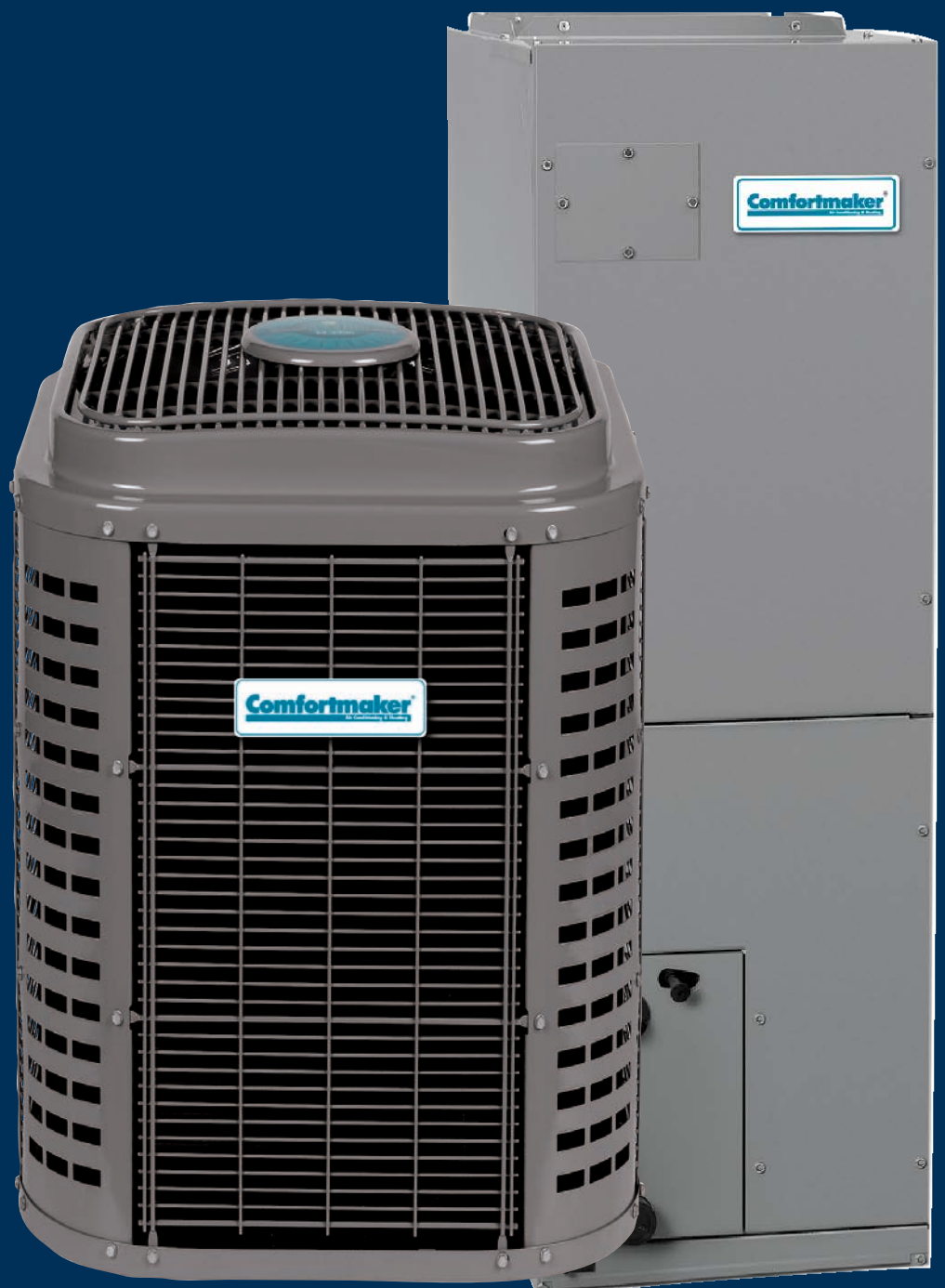
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TACCA Greater San Antonio Golf Tournament

TACCA Greater San Antonio held their 33rd Annual Golf Tournament at The Club at Sonterra in San Antonio on Monday November 7th. The tournament was sponsored by Johnstone Supply. The other sponsors were CE, American Standard, Alamo Crane, Daikin Texas Air Products, Gunn GMC, Johnson Supply, MORSCO and Lennox.



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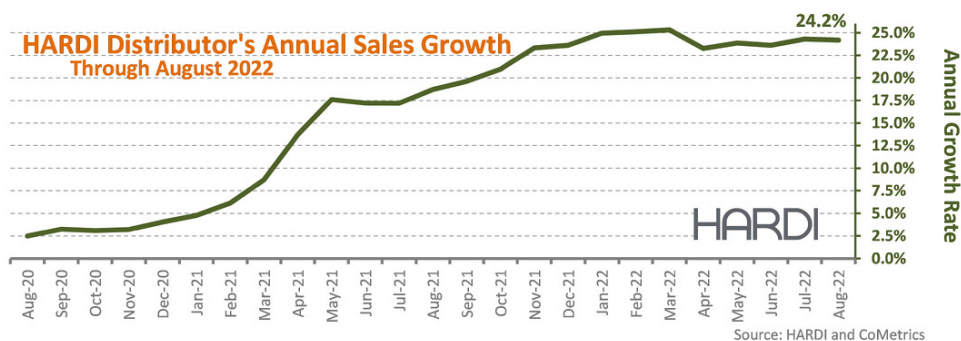


HARDI

HARDI Distributors Report 18.0% Percent Revenue Increase in September

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 18.0% percent during September 2022.

The average annual sales growth for the 12 months through September 2022 is 23.5% percent.



“That annual growth rate chart is looking tired,” said HARDI Market Research & Benchmarking Analyst Brian Loftus.

“The annual growth has been flat-to-down since the beginning of the year. It has been supported by the pass-through of aggressive price increases and the industry PPI is now losing altitude.”

The Days Sales Outstanding, a measure of how quickly customers pay their bills, is 42 days as of September 2022. “The September DSO pre-COVID was 46.5 days. The year-to-year DSO has increased for three consecutive months,” said Loftus. “The last time that happened was late 2019 when the economy was slowing.”

September is the last month of cooling season, and more than 40% of HARDI distributor annual sales with occur from May through August. “Cooling season was mixed this year,” said Loftus. “A strong season requires warm weather at the beginning, and we were off to a good start during April and May. Then Cooling Degree Days were below normal and the prior year during June, and then generally soft during July, August, and September. That means a modest year-to-year weather comp during 2023 cooling season when we expect the macro conditions to be less accommodating.”

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.

ABOUT HARDI


HARDI (Heating, Air-conditioning and Refrigeration Distributors International) is the single voice of wholesale distribution within the HVACR industry. HARDI members market, distribute, and support heating, air-conditioning, and refrigeration equipment, parts and supplies. HARDI Distributor members serve installation and service/replacement contractors in residential and commercial markets, as well as commercial/industrial and institutional maintenance staffs. HARDI proudly represents more than 460 distributor members representing more than 5,000 branch locations, and close to 500 supplier, manufacturer representative and service vendor members.

ACCA Seeks 2023 Contractor of the Year Nominations

Alexandria, VA – The Air Conditioning Contractors of America (ACCA) is seeking nominations for the 2023 Residential and Commercial Contractors of the Year awards programs. ACCA’s Contractors of the Year will be recognized at the ACCA 2023 Conference and Expo in New Orleans, LA, April 2 - 5.


Contractors must submit the online nomination form at accaprogram.org/members/awards, no later than January 6, 2023. Once the nomination deadline passes, all Contractors of the Year nominees will be evaluated, and six finalists will be selected—three residential and three commercial. ACCA staff will work with each finalist to put together a judging packet. The official judging packets will include six write-ups, photos, fact sheets, questionnaires, and videos, and will be judged by a panel of ACCA past chairmen. All finalist must attend ACCA 2023 to be eligible to receive the award.

For additional information on ACCA’s Contractors of the Year Award or any of ACCA’s award programs, please contact Melissa Broadus, ACCA director of member communications at melissa.broadus@accaprogram.org or 703-824-8842.



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2023 CLASS SCHEDULE

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Austin/RR	Jan 21, Mar 4, Apr 1, Jul 15, Sep 9, Nov 11	
Beaumont	Mar 11, Aug 26	
Burleson	Mar 12, Aug 26	
Corpus	Apr 15, Aug 26	<div style="border: 1px solid black; padding: 10px; text-align: center;"> <p>Online Rates</p> <p>Members \$45</p> <p>Nonmembers \$59</p> </div>
Denton	Oct 7	
Harlingen	Apr 22, Sep 9	
Houston	Jan 28, Feb 18, Mar 18, Apr 15, May 13, Jun 10, Jul 15, Aug 12, Sep 16, Oct 14, Nov 18, Dec 2	
Hurst	Jan 28, Feb 25, Mar 25, Apr 15, May 6, Jun 10, Jul 15, Aug 12, Sep 9, Oct 21, Nov 11, Dec 2	<div style="border: 1px solid black; padding: 10px; text-align: center;"> <p>Online Rates</p> <p>Members \$45</p> <p>Nonmembers \$59</p> </div>
Lubbock	Feb 18, Sep 14	
Mt Pleasant	Feb 10	
San Antonio	Jan 28, Mar 18, May 6, Aug 5, Oct 7, Dec 2	
Waco	Jan 28, Jun 10, Oct 7	

New course coming in April 2023.



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Women in HVACR 19th Annual Conference

This year's Women in HVACR 19th Annual Conference took place in Phoenix, AZ at the Arizona Grand Resort. This was their largest event to date. The conference broke attendance records with 405 registered attendees and 45 exhibiting sponsors. Women in HVACR also celebrated an important milestone, its 20th year anniversary as an organization.

This year Women in HVACR's conference sold out a month before the event. One of the most surprising and exciting things that immediately stuck out to everyone was the complete shift in age demographic in

the majority of the attendees. Not only did they see the return of their long time members in attendance but there was an entire new group of women under 30. It was incredibly encouraging to see this wave of young women and even more encouraging to know that their companies made it a point to support them through sending them to this event.

To celebrate it's 20th year anniversary WHVACR held their Ignite Gala on Thursday evening. The theme was fire with all attendees dressed to impress in their fire colors. At the Gala, Women in HVACR recognized its 2022

scholarship winners which included: Nicole Boyette, Nicole Brown, Syreeta Greer, Glenda Lane, Becki Maitland, and Rebecca Thorstad. They also recognized the Top Women in HVAC 2022 recipients sponsored by the ACHR News.

Also recognized was Service Nation's Women of the Year, Lori Tschohl and their founder Ruth King. Ruth was recognized as the spark that ignited the blaze of Women in HVACR and presented her with a crystal flame award for her visionary guidance and exceptional leadership over the last two decades.

Women in HVACR had a very special guest, Mr. Stephen Gill from their partner organization INWIC (The International Network of Women in Cooling). Stephen took the gala stage and reminded attendees of just how much Women in HVACR has accomplished in comparison to other countries women's initiatives in this industry.

20 years and WHVACR hit 900 memberships this year. This is no small feat for their women's industry group. As membership continues to grow, Women in HVACR announced their new Endowment Fund initiative. Through the

Endowment Fund, Women in HVACR awards scholarships to deserving women each year. The organization is building the Endowment Fund to be able to award multiple scholarships each year. Currently the organization awards six \$5,000 scholarships. WHVACR hopes to increase that offering and ensure the organization's legacy with the installment of its endowment fund. You can learn more about the Women in HVACR Endowment Fund here: <https://www.womeninhvacr.org/endowment>.

During this year's conference they also started

a new form of partnerships with some very special podcasters. Service Business Mastery Podcast, The HVAC Jerks, From the Yellow Chair, Blue Collar CEO, Rival Digital, HVAC Tactical, Evan Hoffman and Thaddeus Tondou. During the conference, podcasters collected interviews from some of the incredible women in our industry.

This event would not have been possible without the help from many different volunteers, sponsors and the Women in HVACR Board of Directors. The sacrifice of time and resources did not go unnoticed.

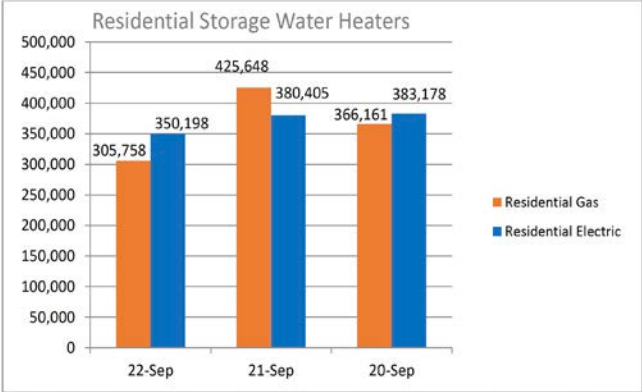




AHRI Releases September 2022 U.S. Heating and Cooling Equipment Shipment Data

Residential Storage Water Heaters

U.S. shipments of residential gas storage water heaters for September 2022 decreased 28.2 percent, to 305,758 units, down from 425,648 units shipped in September 2021. Residential electric storage water heater shipments decreased 7.9 percent in September 2022 to 350,198 units, down from 380,405 units shipped in September 2021.

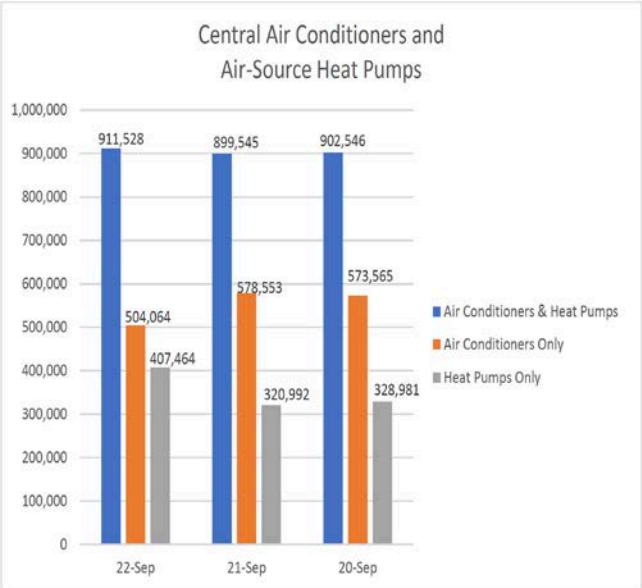


Year-to-date U.S. shipments of residential gas storage water heaters decreased 15.6 percent, to 3,111,669 compared to 3,687,150 shipped during that same period in 2021. Residential electric storage water heater shipments decreased 4.8 percent year-to-date, to 3,443,154 units, compared to 3,616,615 shipped during the same period in 2021.

Year-to-Date	Sep 22 YTD	Sep 21 YTD	%CHG. (From 2021-2022)	Sep 20 YTD
Residential Storage Gas	3,111,669	3,687,150	-15.6	3,377,667
Residential Storage Electric	3,443,154	3,616,615	-4.8	3,402,457

Central Air Conditioners and Air-Source Heat Pumps

U.S. shipments of central air conditioners and air-source heat pumps totaled 911,528 units in September 2022, up 1.3 percent from 899,545 units shipped in September 2021. U.S. shipments of air conditioners decreased 12.9 percent, to 504,064 units, down from 578,553 units shipped in September 2021. U.S. shipments of air-source heat pumps increased 26.9 percent, to 407,464 units, up from 320,992 units shipped in September 2021.

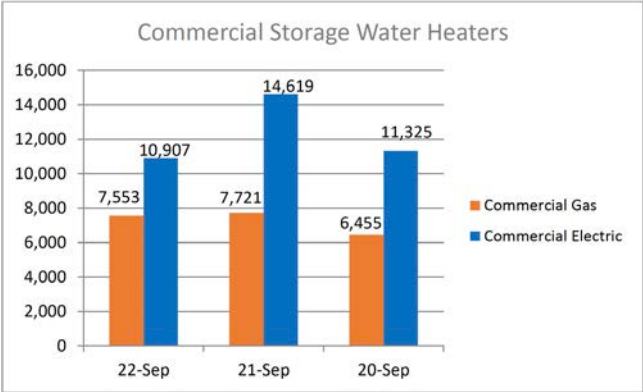


Year-to-date combined shipments of central air conditioners and air-source heat pumps increased 2.5 percent, to 8,314,671 units, up from 8,111,854 units shipped during the same period in 2021. Year-to-date shipments of central air conditioners decreased 2.4 percent, to 4,939,663 units, down from 5,059,384 units shipped during the same period in 2021. The year-to-date total for heat pump shipments increased 10.6 percent, to 3,375,008, up from 3,052,470 units shipped during the same period in 2021.

Year-to-Date	Sep 22 YTD	Sep 21 YTD	%CHG. (From 2021-2022)	Sep 20 YTD
Air Conditioners & Heat Pumps Combined Total	8,314,671	8,111,854	+2.5	7,338,953
Air Conditioners Only	4,939,663	5,059,384	-2.4	4,744,384
Heat Pumps Only	3,375,008	3,052,470	+10.6	2,594,569

Commercial Storage Water Heaters

Commercial gas storage water heater shipments decreased 2.2 percent in September 2022, to 7,553 units, down from 7,721 units shipped in September 2021. Commercial electric storage water heater shipments decreased 25.4 percent in September 2022, to 10,907 units, down from 14,619 units shipped in September 2021.



Year-to-date U.S. shipments of commercial gas storage water heaters decreased 6.1 percent, to 64,948 units, compared with 69,194 units shipped during the same period in 2021. Year-to-date commercial electric storage water heater shipments decreased 22.8 percent, to 89,844 units, down from 116,375 units shipped during the same period in 2021.

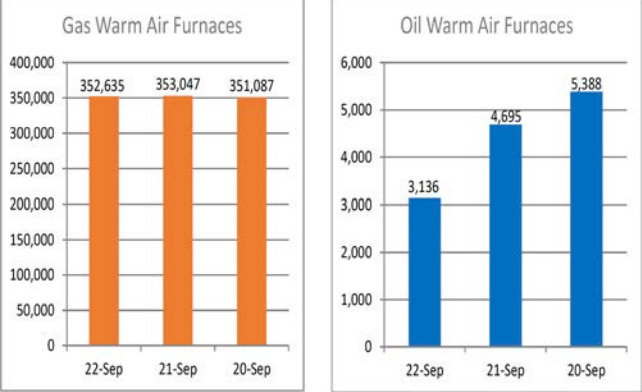
Year-to-Date	Sep 22 YTD	Sep 21 YTD	%CHG. (From 2021-2022)	Sep 20 YTD
Commercial Storage Gas	64,948	69,194	-6.1	58,585
Commercial Storage Electric	89,844	116,375	-22.8	104,720

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

Month			
Size Description (000) BTUH	2022 Total	% Change from 2021	2020 Total
Under 16.5	40,322	+26.9	33,611
16.5-21.9	111,224	+59.0	86,942
22-26.9	174,116	-2.4	176,908
27-32.9	141,063	-0.7	146,430
33-38.9	187,989	-9.7	184,744
39-43.9	64,770	-3.4	71,585
44-53.9	93,074	-3.7	100,572
54-64.9	72,922	-10.0	78,270
65-96.9	8,715	+3.4	8,364
97-134.9	7,710	+17.3	6,187
135-184.9	4,437	-8.3	4,368
185-249.9	2,546	+28.7	1,826
250-319.9	1,444	+0.8	1,445
320-379.9	303	-24.8	335
380-539.9	310	-10.4	342
540-639.9	253	-2.7	251
640-799.9	97	-23.6	116
800.0-899.9	51	-31.1	61
900.0-999.9	71	+18.3	70
1,000.0-1,199.9	35	+9.4	53
1,200.0 & Over	76	+10.1	66
TOTAL	911,528	+1.3	902,546

Warm Air Furnaces

U.S. shipments of gas warm air furnaces for September 2022 decreased 0.1 percent, to 352,635 units, down from 353,047 units shipped in September 2021. Oil warm air furnace shipments decreased 33.2 percent, to 3,136 units in September 2022, down from 4,695 units shipped in September 2021.



Year-to-date U.S. shipments of gas warm air furnaces decreased 0.4 percent, to 3,020,786 units, compared with 3,032,919 units shipped during the same period in 2021. Year-to-date U.S. shipments of oil warm air furnaces decreased 24.5 percent, to 20,552 units, compared with 27,206 units shipped during the same period in 2021.

Year-to-Date	Sep 22 YTD	Sep 21 YTD	%CHG. (From 2021-2022)	Sep 20 YTD
Gas Warm Air Furnaces	3,020,786	3,032,919	-0.4	2,329,809
Oil Warm Air Furnaces	20,552	27,206	-24.5	22,768

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.

CALENDAR OF EVENTS



DECEMBER 2022 TRAINING CALENDAR

Broadway Training Center
9311 Broadway, Suite 100
San Antonio, TX 78217

For info contact David Pena at (210) 829-1934 ext. 152 or david.pena@johnstonesupply.com

CLASS	DATE	TIME	REG. CODE	PRICE
<u>SEER2 Goodman Equipment Overview</u>	Thu, 12/1/2022	8:00 AM - 10:00 AM	605-105	Free
<u>TDLR CE for State HVACR License Renewal Inverters: Mini-Splits & Split Systems</u>	Tue, 12/6/2022	8:00 AM - 4:30 PM	605-115	\$135
<u>ESCO EPA Section 608 Review & Exam</u>	Thu, 12/8/2022	8:00 AM - 4:30 PM	605-101	\$175
<u>ESCO EPA Section 608 Exam Only</u>	Thu, 12/8/2022	1:00 PM - 4:30 PM	605-102	\$95
<u>Electric Heat - AC & HP Operation & Troubleshooting Overview</u>	Wed, 12/14/2022	8:00 AM - 10:30 AM	605-178	\$45
<u>IFGC Combustion Air Requirement</u>	Thu, 12/15/2022	8:00 AM - 11:30 AM	605-188	\$45
<u>Honeywell Zoning Systems</u>	Tue, 12/20/2022	8:00 AM - 10:30 AM	605-105	Free
<u>Friedrich Advantage Dealer Program Overview</u>	Wed, 12/21/2022	8:00 AM - 11:00 AM	605-105	Free
<u>SEER2 Goodman Equipment Overview</u>	Thu, 12/22/2022	8:00 AM - 10:00 AM	605-105	Free
<u>Brazing for HVAC/R Technicians</u>	Wed, 12/28/2022	8:00 AM - 11:00 AM	605-106	\$45

San Antonio, Broadway location classes coming in 2023:

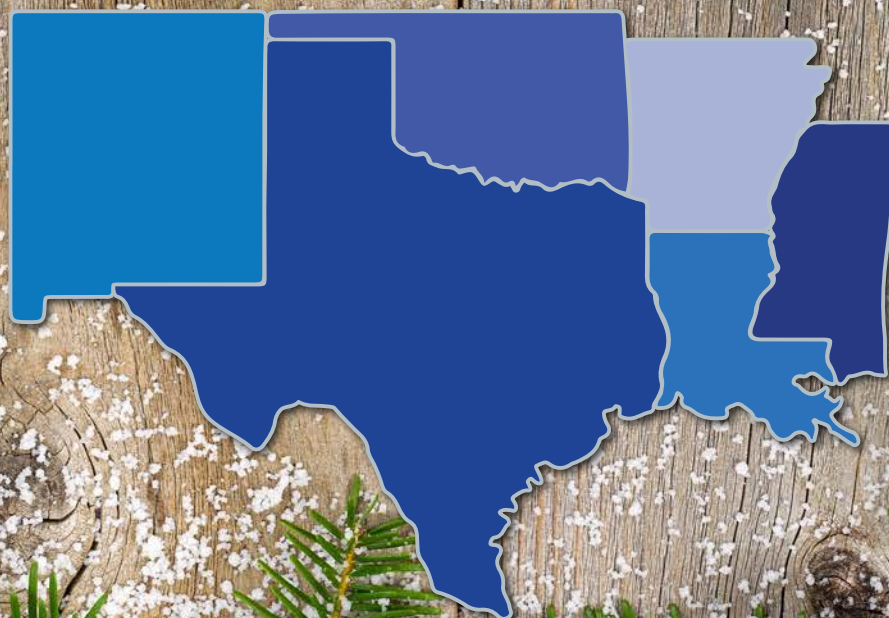
TDLR CE Class 605-115

January 3
 February 2
 March 2

EPA Section 608 Review & Exam 605-101/Exam Only 605-102

January 10
 February 7
 March 7

Merry Christmas
 and Happy New Year!



*- Lance
 & Kayla*

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CALENDAR OF EVENTS



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Contact info:

Baton Rouge training classes: Paul Bienvenu: 225-295-7019 ext. 213 or paul.bienvenu@johnstonesupply.com

***Baton Rouge Coursey Training Center**
11030 Coursey
Baton Rouge LA 70816

Course/Description (Click to register)	Date	Time	Part #	Price	*Location
Gas Heat Troubleshooting (Basic) Webinar	Wed, 12/7/2022	8:00 - 9:30 AM	600-349	\$45	BR Coursey Training Ctr
Electric Heat Troubleshooting (Basic)	Thu, 12/8/2022	8:00 - 9:30 AM	600-386	\$45	BR Coursey Training Ctr
Goodman 1 & 2-Stage Heat Pumps Installation and Commissioning Webinar	Wed, 12/14/2022	8:00 - 10:00 AM	605-191	\$45	BR Coursey Training Ctr
ECM Basics, Troubleshooting & Aftermarket Options	Thu, 12/15/2022	8:00 - 10:30 AM	605-107	\$45	BR Coursey Training Ctr
Goodman 1 & 2-Stage Heat Pump Service and Troubleshooting Webinar	Wed, 12/21/2022	8:00 - 10:00 AM	605-191	\$45	BR Coursey Training Ctr
Goodman 80% Furnace Service & Troubleshooting Webinar	Thu, 12/22/2022	8:00 - 9:30 AM	605-191	\$45	BR Coursey Training Ctr
FIT Installation & Commissioning	Wed, 12/28/2022	8:00 - 10:00 AM	605-166	\$65	BR Coursey Training Ctr
FIT Service & Troubleshooting	Thu, 12/29/2022	8:00 - 10:00 AM	605-168	\$65	BR Coursey Training Ctr

Contact info:

New Orleans training classes: Tim Richard: 504-754-5438 or tim.richard@johnstonesupply.com

***Bill Barber Memorial Training Center**
5630 Powell Street
Harahan LA 70123

Course/Description (Click to register)	Date	Time	Code	Price	*Location
Wiring Diagrams for Technicians	Tue, 12/6/2022	8:00 - 10:00 AM	605-191	\$50	Bill Barber Training Ctr
ESCO EPA Section 608 Review & Exam	Wed, 12/7/2022	8 AM - 3:30 PM	605-101	\$195	Bill Barber Training Ctr
ESCO EPA Section 608 Exam Only	Wed, 12/7/2022	1:00 - 3:30 PM	605-102	\$95	Bill Barber Training Ctr
ECM Basics, Troubleshooting & Aftermarket Options	Wed, 12/14/2022	8:00 - 10:30 AM	605-107	\$45	Bill Barber Training Ctr
Goodman 1 & 2 Stage HP Installation & Commissioning	Tue, 12/20/2022	8:00 - 10:00 AM	605-191	\$50	Bill Barber Training Ctr
Goodman 1 & 2 Stage HP Service & Troubleshooting	Wed, 12/21/2022	8 AM - 10:00 AM	605-191	\$50	Bill Barber Training Ctr
Goodman 90%+ Furnace Installation & Commissioning	Tue, 12/27/2022	8:00 - 10:00 AM	605-191	\$50	Bill Barber Training Ctr
Goodman 90%+ Service & Troubleshooting	Wed, 12/28/2022	8:00 - 10:00 AM	605-191	\$50	Bill Barber Training Ctr



TEXAS DEPARTMENT OF LICENSING & REGULATION

The next Texas Commission of Licensing and Regulation meeting is scheduled for **Tuesday, December 6, 2022 at 8:30 a.m.** The meeting will be held at 1106 Clayton Lane, Suite 125, Austin, TX 78723 and will be broadcast live on TDLR's YouTube channel. When the agenda is available, it will be posted online.



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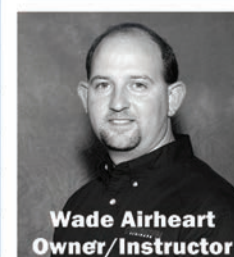


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One Hour Heating & Air Conditioning Celebrates Women in the Trades with HVAC Entrepreneur Recruitment (Her) Contest Franchise Fee Giveaway

Columbia, Maryland—One Hour Heating & Air Conditioning, the #1 largest[1] HVAC service provider and franchisor in the United States, announced the launch of its annual HVAC Entrepreneur Recruitment (HER) Contest to highlight women in the HVAC industry and find female entrepreneurs who are interested in owning their own business in a leading industry. The contest highlights One Hour Heating & Air Conditioning's ongoing

dedication to diversity and encourages women in the trades to join the HVAC leader's team of strong, experienced franchise owners, technicians, managers, and executives.

To help combat the earnings gap in which women have earned 97% of what men earned in 2021[2], One Hour's HER contest will honor one grand prize winner with a complimentary set up and new franchise initial training fee to help her open her own One Hour Heating &

Air Conditioning franchise in her community. Women holding an active HVAC license and certification in the United States or wishing to obtain licensing and certification can visit One Hour Heating & Air Conditioning's HER Contest landing page to download the entry form and enter for a chance to win. Entries are currently open and close at 5pm ET on January 31, 2023. The total prize is valued at approximately \$43,000.

To learn more about the contest, view official rules, or to nominate a woman in HVAC, please visit <https://marketing.onehourheatandair.com/oha-her-contest-1>. To learn more about franchising opportunities with One Hour Heating & Air Conditioning in your area, visit <https://www.onehourheatandair.com/franchise>. One Hour Heating & Air Conditioning is part of the Authority Brands family.

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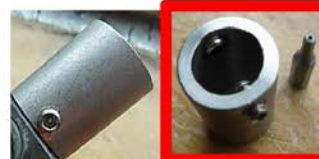
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2. FREE: Excerpt page from my book (*A/C Made Simple and Practical*): **MJEZ (Manual J EZ)** form to quickly get a rough estimate of heat load. Send your email address and I'll email it to you.

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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.

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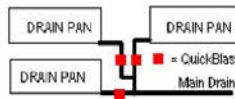
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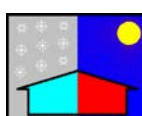
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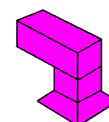
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San Antonio #2 (162) 6900 Alamo Downs Parkway, #140 San Antonio, TX 78238 Phone/Text (210) 680-6500	New Orleans (#79) 1400 Edwards Avenue New Orleans, LA 70123 Phone/Text (504) 733-1495	Baton Rouge #2 (#367) 1988 Wooddale Drive Baton Rouge, LA 70806 Phone/Text (225) 925-1680	Harvey (#541) 1988 Industrial Boulevard Harvey LA 70058 Phone/Text (504) 704-5911	Mobile (#481) NEW LOCATION 776 Lakeside Drive Mobile, AL 36693 Phone/Text (251) 343-3899