



T Air Conditioning TODAY



MAY 2023

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Johnson Supply Crawfish Boil and Open House



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Johnstone South Texas Customer Appreciation



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Insko Leander Grand Opening



Pictures on page 22.

Gillette Air Conditioning Company Named ACCA's 2023 Commercial Contractor of the Year

Alexandria, VA – The Air Conditioning Contractors of America (ACCA) announces Gillette Air Conditioning Company in San Antonio, TX, as ACCA's 2023 Commercial Contractor of the Year.

Each year, ACCA's Commercial Contractor of the Year award is presented to a contracting company that demonstrated an extraordinary commitment to contractor excellence. Finalists are judged

on a range of qualities including community involvement, industry involvement, and a commitment to training and certifications. A panel of ACCA past Board Chairs judge the finalists and select the winner.

Vince Gillette, president of Gillette Air Conditioning Company, received the Commercial Contractor of the Year award at the ACCA Awards & Welcome Reception on April 2, part of the ACCA

2023 Conference & Expo in New Orleans, LA.

"The Gillette team is extremely deserving of this honor," said Barton James, ACCA president and CEO. "Having been to their location and seeing first-hand how they work to provide top-notch service to their customers, it is not surprising that our judges selected them. They have invested heavily in processes and infrastructure to be able to provide those services. And

as a multi-generational, family business they work together to accomplish their goal of being the leading commercial contractor in their market."

"I'm honored that my company was chosen as ACCA's Commercial Contractor of the Year," said Vince Gillette, president of Gillette Air Conditioning. "We are a third generation family run business and it takes every one of our team to make this award possible."



Locke Supply held their 2023 Trade Show at the Bennett Event Center in Oklahoma City on April 21st-22nd. Thousands of customers, managers and employees were able to check out the vendors and their products that support Locke Supply. The 2-day event also featured music, large prizes and a great lunch. Locke Supply 2023 Trade Show was a huge success.



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Central A/C Supply Grand Opening



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Gemaire Tempstar North Texas Dealer Meetings



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AHRI Members at White House Meeting Discuss Heat Pump Technology and Availability Urge Action on Demand, Affordability, Workforce Issues

Arlington, Va. – At a meeting with key climate officials at the White House, America’s heat pump and heat pump water heater manufacturers reiterated their support for positive climate action, while urging strong White House commitment to addressing consumer demand, affordability and stressing the need for the skilled workforce required for heat pump installation and maintenance.

“Our members welcomed this meeting today and they are looking forward to working with the White House to ensure a robust demand for energy efficient heat pumps and other innovative technologies, said Stephen Yurek, AHRI President & CEO. “Our members produce the most innovative, energy efficient equipment available anywhere in the world, but they need government assistance to educate consumers on the benefits of heat pump technology and to issue timely guidance on IRA tax credit and rebate programs to help make this technology affordable for everyone. “Furthermore,” he continued, “because of the sophisticated technology involved, heat pumps require highly skilled installers, so workforce development is another area with which government can be of assistance.”

Even as they expressed overall support for White House climate action, the AHRI members in attendance at the meeting encouraged officials to bear in mind that while many climate zones in the U.S. are suited to a switch to

today’s heat pump technology, in colder climates, today’s heat pumps can either be used as a sole heat source or be paired with a gas or oil furnace or boiler for the coldest days. For those areas of the country, manufacturers are working diligently to perfect what are known as “cold-climate” heat pumps, which could in the future replace hybrid heat pump/gas systems, and are partnering with the Department of Energy on research to that end.


Finally, as government officials grapple with equity issues, costs – both for equipment and for the energy that powers it – must be taken into account as government policies and incentives are discussed and implemented to ensure this technology is affordable for everyone.

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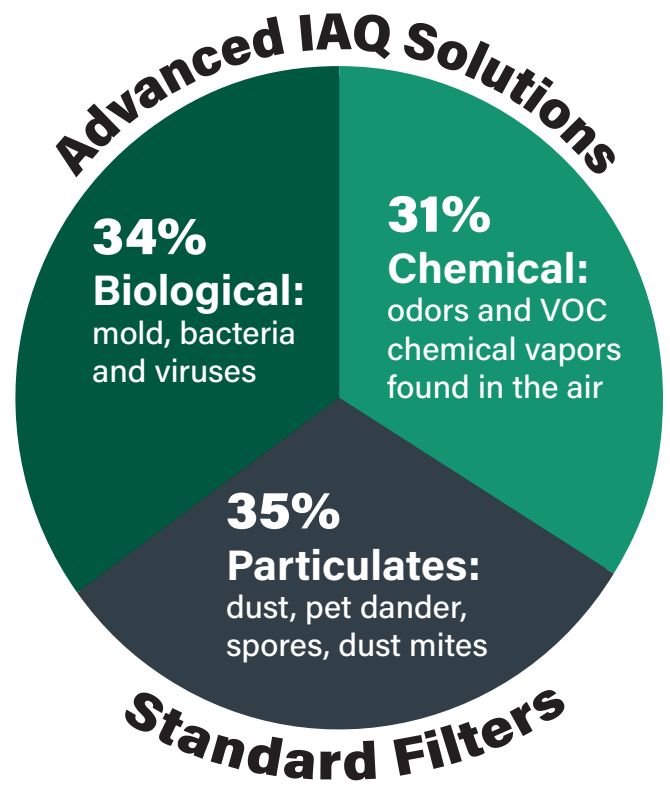
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Product News

Diversitech was named 2023 Vendor of the Year HVAC at the Locke Trade Show in Oklahoma City



Winsupply Corpus Nu-Calgon Training



Matt Elledge leads a Nu-Calgon training with contractors at the new Winsupply Corpus

Aspen Manufacturing Adds 14.5 - and 17.5-Inch Air Handlers Optimized for Space Constrained Installations and IRA 25C

Humble, Texas - Aspen Manufacturing, LLC (Aspen), one of the largest independent manufacturers of evaporator coils and air handlers for the residential and multi-family residential heating, ventilation, and air conditioning (HVAC) marketplace in the United States and Canada, announces the release of two new high-efficiency air handlers designed for a gas furnace to heat pump transition installations.

Aspen's LEM and LGM multi-position air handlers are now available in 14.5- and 17.5-inch-wide models. Both widths offer easy installation in space-constrained applications such as attics, closets, and other spaces where a wider air handler will not fit. The air handlers

include a heavy-duty plastic drain pan, are optimized for heat pump applications, and the cabinet offers less than 2% leakage.

The new units are covered by Aspen's 10-Year Limited Warranty with registration.

AHRI rated and meeting the requirements of the Inflation Reduction Act (IRA) 25C, Aspen's LEM and LGM series feature an all-aluminum rifled tube and enhanced file design. The air handler coils are leak tested utilizing a state-of-the-art two-stage pressure decal technology. Further, they are manufactured using an automated quality control process to ensure extended reliability.

Aspen's LEM series is available in a 230-volt electric heat configuration. The LGM

series includes a 120-volt, no-heat configuration and is designed to directly replace 120-volt gas furnaces when upgrading to a heat pump. The LGM model does not require an electrical power supply upgrade, as other air handlers will when replacing gas furnaces. Both series offer the following shared features.

- Optimized for Heat Pump Installations
- Multi-Position
- AHRI Certifiable with most HVAC brands
- Electronic Control Board
- Rail Mounted Blower
- Fully Insulated, Galvanized Steel Cabinet

"Aspen air handlers and coils share a legacy of excellent reliability, operational performance, and outstanding

quality," said Jason Makowski, Vice President, Product Management at Aspen. "Our new models not only meet those conditions, but they offer enhanced installation flexibility not previously possible."

For additional information, visit www.aspenmfg.com or email Info@AspenMfg.com.



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If you are like most small business owners, you went into business to sell a product or provide a service and not necessarily to be a financial planner. But the tough truth is that if you are going to create something that has real value you are going to have to address the financial elements.

The elements of a good financial plan fall into three key categories: cash management, tax planning, and retirement planning. Let's take a quick look at what each one entails.

CASH MANAGEMENT

I always say there are three days in the life of a project that give me an emotional lift. The first is the day I make the sale; the anticipation of the project is a great feeling. The second day is the day I send the invoice, the anticipation of receiving the check is also exciting. But the best day is when the check arrives. From a cash management

perspective each of those days plays an important role.

Cash management starts with an understanding of how much money you have in the bank. (It certainly helps when checks arrive.) How much are you anticipating in the next 30, 60, and 90 days? (Those sales certainly help to boost those numbers.)

And what will your expenses be to deliver the sales commitments you have made?

One way to look at this is to simply check your balance sheet, compare your accounts receivable to your accounts payable. That will tell you if you have enough money coming in to pay your bills. If not, you will need to look to your savings and other assets.

Cash management helps you identify when you will need cash to fill a gap and pay bills before a big payment from a client comes in. That's when a line of credit from a bank at a reasonable interest rate will be very helpful. Too often, unfortunately, business

owners wait too long to go to the bank and end up covering the gap with a high interest credit card.

The lesson: If your business is doing well, and you have cash in the bank, talk to your banker about a line of credit. You won't pay interest if you don't use it, but it will be there when you need it.

TAX PLANNING

In addition to the cash in the bank, when your business starts to generate revenue, suddenly you need to think about tax planning. If you don't, the IRS can take a significant amount of your profits. Often business owners confuse tax preparation and tax planning. They are not the same. Tax preparation is simply filling out the forms, tax planning involves making the right decisions to reduce your overall tax burden.

As your business matures, you may need to talk with a tax expert to make sure you are paying your fair share, but not more than you should.

RETIREMENT PLANNING

As you are starting out it may seem strange to think about retirement, but it is never too early. While you may build a business someone wants to buy, don't count on that as your only source of retirement income. Your financial plan should include retirement funds regardless of the long-term value of your business. So set aside a little bit of your income every month to be sure you are ready when the day comes, and you can't or simply don't want to work any longer. Creating a 401(k) for you and your employees is a great way to take a little extra money out of the business tax free and create an incentive for employees to stay with you over the long term.

DO YOU HAVE A TEAM OF FINANCIAL PARTNERS?

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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.

marketing, IT, and legal professionals, consider adding a financial planner to your support team. Where do you start? If you don't have one, I would suggest a banker!

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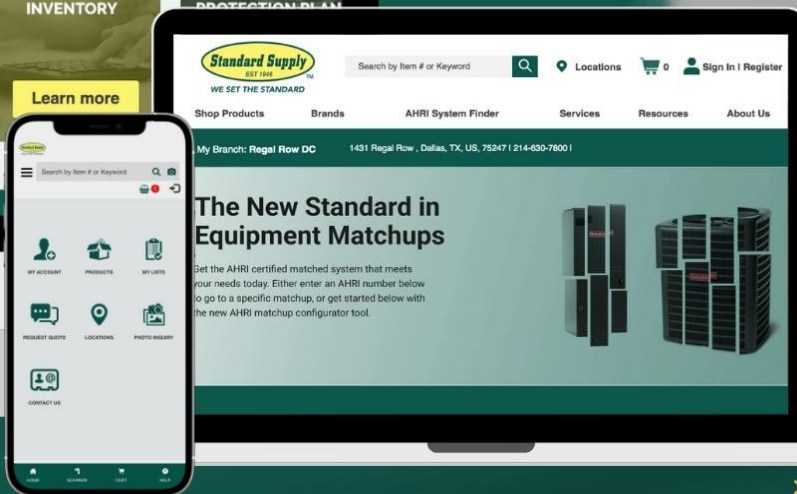
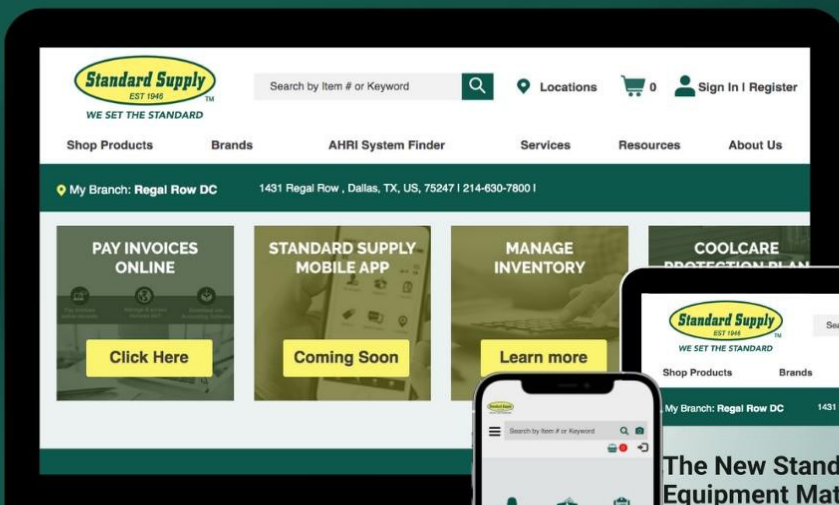
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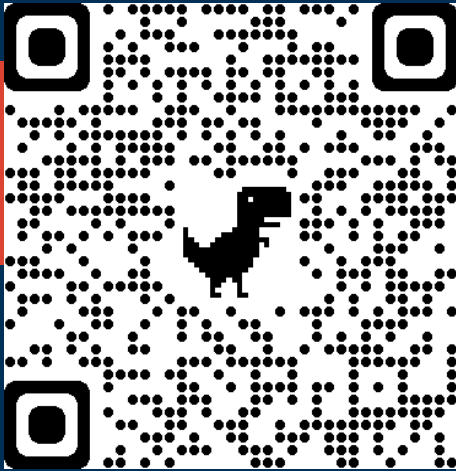
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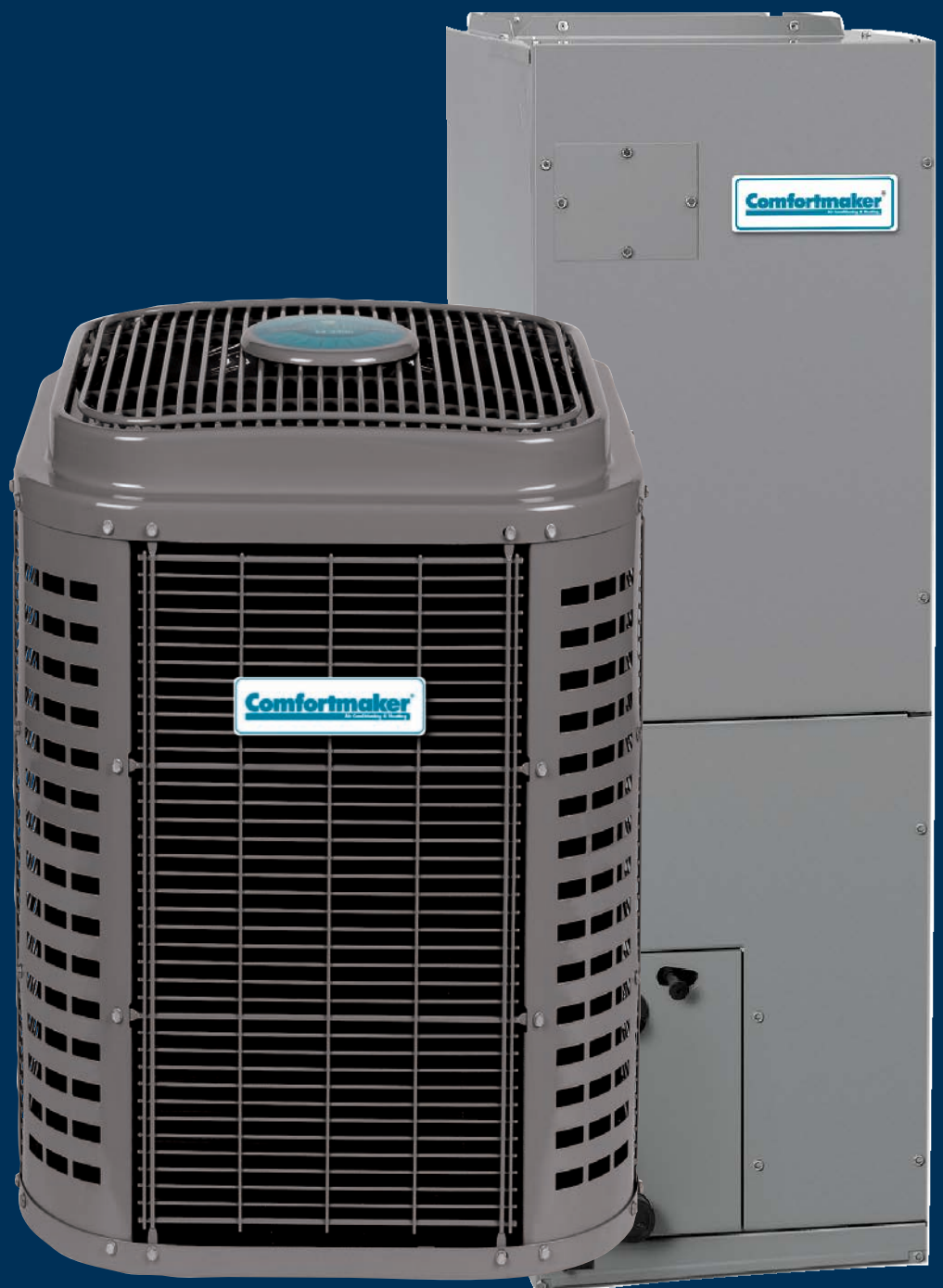
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Carrier Names Top Award Recipients and Provides Training at National Factory Authorized Dealer Meeting

Austin, Texas— In a continued effort to help ensure its HVAC dealers and distributors are benefiting from industry-changing innovations and programs, Carrier hosted a three-day National Factory Authorized Dealer Meeting and awards celebration in Austin, Texas. Carrier is part of Carrier Global Corporation (NYSE: CARR), the leading global provider of healthy, safe, sustainable and intelligent building and cold chain solutions.

Carrier inducted John Ferguson of Ferguson Veresh, Inc. of Wichita Falls, Texas into its Dealer Hall of Fame. Robert Madden of Robert Madden Industries from Lubbock, Texas received the Carrier Distributor Lifetime Achievement Award and more than 400 dealers received the Carrier President's Award. These awards were established to recognize dealers and distributors who exemplify exceptional leadership in business management, customer satisfaction, HVAC expertise and operational excellence.

Emmitt Smith, NFL Hall of Famer, businessman and entrepreneur, delivered the event keynote speech and discussed the principles that have helped him succeed both on and off the field.

The meeting featured education-packed training sessions led by industry experts. Each course provided credit hours toward participants' Carrier Factory Authorized Dealer designation, Carrier's rigorous standards and training program. Topics included:

- Workforce development to attract HVAC technicians.
- Transitioning from contractor to owner, leadership skills and finance management.
- Excellence in sales, from leads to closing conversations.



Robert Madden of Robert Madden Industries

“Our National Factory Authorized Dealer Meeting reminds us that we truly have the best in the business,” said Justin Keppy, President, NA Residential and Light Commercial HVAC, Carrier. “The training sessions underscore our commitment to being the industry leader not just in manufacturing, but also in customer service. Congratulations to John Ferguson, Robert Madden and all our President's Award winners.”

To learn more about Carrier's Factory Authorized Dealer program and awards, visit www.carrier.com/residential/en/us/why-carrier/carrier-authorized-dealers/.

DOE Issues Final Rule on Test Procedures for Walk-In Coolers and Freezers

The Department of Energy (DOE) issued a pre-publication Federal Register final rule amending the test procedures for walk-in coolers and walk-in freezers to harmonize with updated industry standards, revise certain definitions, revise the test methods to more accurately represent field energy use, and to accommodate a wider range of walk-in cooler and walk-in freezer component equipment designs. The effective date of this rule is 30 days after the notice has been published.

According to DOE, manufacturers will be required to use the amended test procedures until the compliance date of any final rule establishing amended energy conservation standards based on the newly established test procedures. At such time, manufacturers will be required to begin using the newly established test procedures. The incorporation by reference of certain materials listed in the rule is approved by the Director of the Federal Register starting 30 days after the notice has been published in the Federal Register.

Published by AHRI Update April 13, 2023

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It's On My Heart: Salads to Systems

Just had a talk with Steve Simmons, owner of Air Comfort in Fremont, Nebraska. He is a seasoned veteran in our industry, always on the look-out for a hidden hero, someone doing a great job working in another industry. He hires for personality, trains for the position. He and his wife were having dinner at a local restaurant, a server named Holly Jackson was helping them with dinner. She had a pleasant personality, chatted them up and had fast answers to Steve's comments. Before they were done eating Steve's wife Sharon told Steve, give her your card, she would be an excellent team member. So Steve did. She said, "I know nothing about heating and air", Steve said you know people and that is what we look for.

Three weeks went by, she called. Steve asked how she liked the restaurant business, she said she sometimes

worked the late shift, had to close, and did not get home till after midnight. She home schooled her daughter, coached a volleyball team and ran marathons in her time off. Busy woman. (Sole supporter of the family, waitressing was the only thing she had done). Steve told her she was perfect for a sales job with his company, he would train her in everything she needed to know, it would be amazing. She was concerned about the money since it was a commission-based position.

Steve asked what she had made the year before, she told him the number. Steve said he would guarantee her that amount, it would not be a concern, she would excel. Steve put together a training program to help insure success and confidence. He told her she did not have to know everything about hvac, there were people in the company that did know. Her phone has

a camera, if questions came up, she takes a video, sends it over, they will work thru it. She does and they do.

So what could a new sales rep sell in the first year with a company. A new sales rep in a new industry that they have no experience in, all the terminology is new and strange. Picture that then imagine that you are a female in a male dominated industry. Where you have to prove yourself daily, the service techs, install teams, even the co-workers are all watching. Here is what I know. Women multi-task better than men. They can keep all the elements in a project moving to a successful close, get all the details completed, everything put together completely and in the right order. In addition, who do you usually meet when calling on consumers. Correct, the female of the home. To be candid, women like to work with women. They think of the

relationship, who is coming into their home, rather than how much, and when. In her first full year, she sold over \$1.6 million, made 6 digits. Multiple of her earnings in the restaurant. To say she is happy is an understatement, she is thrilled. As is Steve and Sharon, she can say: Told ya so!

But wait, there's more! Steve's son Chris was at a recent Chamber of Commerce event, where he shared they had created the "Textbooks to Trades" program, where they brought in students with no hvac experience and gave them training to get into the trades. Senator Deb Fisher was there that day, asked if she could come and see the project, which features a 4000 square foot building inside their building. Flash forward a few weeks, her aide calls, asks if she could drop by. She did, it is not often you get a



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, Vice President, Vertical Markets, 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.

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

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

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

Senator to come to your place, adds a bit of credibility to what you are doing. They ended up going to a Chamber of Commerce Event and received

an award for the "Workforce Game Changer", recognizing their effort in getting new people into the trades.

SEE HINSHAW PG.14

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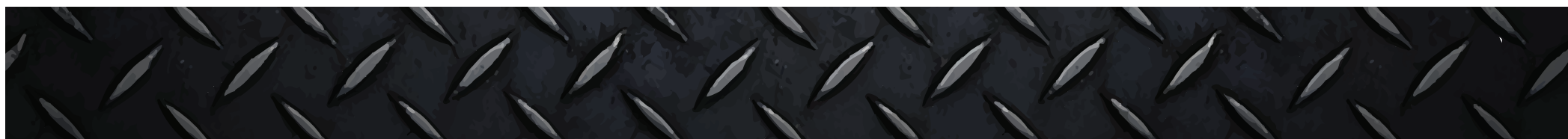
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The Service Nation recognized Air Comfort with the Extraordinary Outlook Award, PHC magazine featured them in a recent article, International Service Leadership group awarded them the "Reaching for the Top" award, voted "Best Company to Work For" by the ACHR News Magazine, they are doing what others don't do or won't do.

Steve is not only a wise businessman, he also owns a couple of dozen guitars. I'm thinking not all played at once. And if that is not enough, he rides a Harley. Nuff said

My message today is this: we need more people in the trades. We are essential services, we are needed year-round, even if there is a illness sweeping the globe. There are good people all around us, they may be working at a completely unrelated industry, serving food, coffee, working at a Kinkos, could be anywhere. Keep your radar on, be ready to help them see the excellent opportunity there is in our industry. Steve is smart enough to take the long view, been in business decades, and realizes he needs people for today and the future. So he is not afraid to bring in someone with no experience, give them training and watch them develop into a productive and effective team member. It is a wonderful thing.

Thanks for reading, we'll talk later.

Redwood Services Announces Investment In Keefe's A/C, Heating & Electrical

Redwood grows partner roster by adding one of New Orleans' leading A/C, heating & electrical companies

Memphis, Tenn. – Redwood Services ("Redwood"), a home services firm focused on investing in leading residential HVAC, plumbing and electrical services companies in growing U.S. markets, announced it has invested in Keefe's A/C, Heating & Electrical ("Keefe's").

Keefe's, which was founded in 1979 by Keefe Ditta, has nearly 125 full-time employees serving the New Orleans metro area and has served over 6,500 customers within the last two years.

"Keefe Ditta built his high-performing HVAC business from the ground up, largely in part due to hard work, determination and care

for everyone around him. Given the passion he has for his team, his community and his customers, he's a perfect fit for the Redwood family," said Richard Lewis, CEO of Redwood Services. "Additionally, Keefe's has built a best-in-class generator business. We expect Keefe's success in generator sales can be learned from and replicated by our Partners in comparable markets across the Redwood family."

Keefe Ditta will retain a significant minority ownership stake as part of the investment. The Keefe's team will continue to operate and manage the business under the Keefe's banner and name, while Redwood will offer operational, strategic and

financial support to enhance the company's growth.

"After getting to know the Redwood team, it's clear they have some of the best business coaches in the industry who will help grow my business," said Ditta, founder and President of Keefe's. "We are particularly excited to leverage Redwood's expertise and the knowledge across the Redwood Family to add plumbing services to our business offering to better serve our customers."

Keefe's is Redwood's tenth platform investment, following investments in Memphis-based Best Care; Kent, OH-based Apollo; Jackson, MS-based Environment Masters; Phoenix-based Plumbing

Medic; Indianapolis-based Service Plus; Cincinnati-based Arlinghaus; Fresno-based Allbritten; D.C.-based John C. Flood; and Tucson-based Rite Way.

About Redwood Services
Founded in 2020, Memphis-based Redwood Services is building a family of people-focused essential home service companies, actively investing in the HVAC, plumbing and electrical trades throughout the United States. Redwood operates brands in the Arizona, D.C., Maryland, Virginia, California, Kentucky, Indiana, Mississippi, Ohio, Tennessee, Alabama, and Louisiana markets as it continues to build out a national home services platform.



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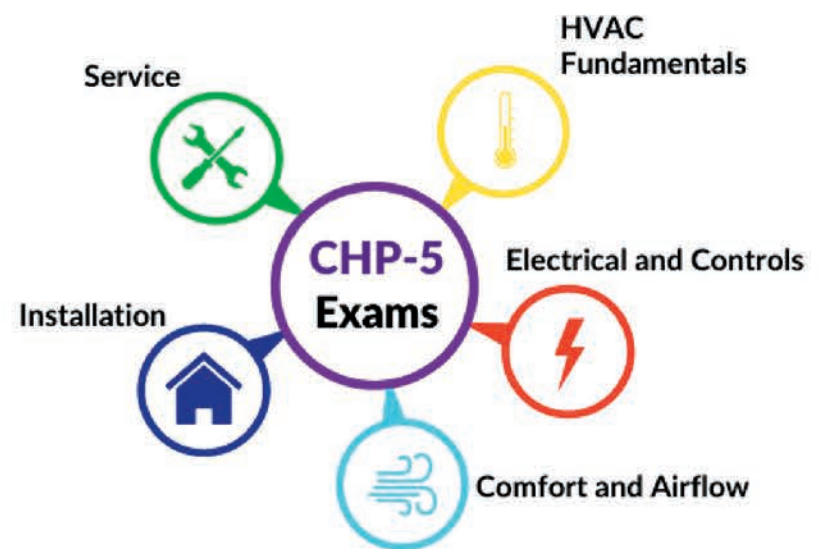
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Technicians can now earn their NATE Certification with the Certified HVAC Professional (CHP-5). Designed to mesh a technician's training and certification efforts with their on-the-job learning, the CHP-5 is the best way for new technicians to earn NATE Certification.

The certification's five thirty-question exams mirror the ways technicians learn and grow in the field. Each exam covers one of five different subject areas: HVAC Fundamentals, Electrical and Controls, Comfort and Airflow, Installation, and Service. The new structure provides technicians a clear and straight forward path to prepare and study for NATE Certification.

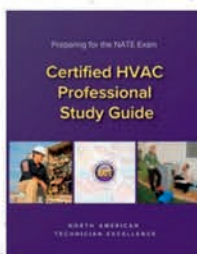
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CHP-5 TRAINING RESOURCES



NATE has partnered with Interplay Learning to offer an online training platform with interactive and **on demand courses** to prepare technicians for the CHP-5 exams. Courses include 2D and virtual reality simulations, videos, and knowledge checks.



NATE's **official study guides** are graphic heavy and include practice questions at the end of each chapter. NATE offers study guides for the CHP-5 as well as other NATE certification exams. All guides are available to purchase in the NATE online store.

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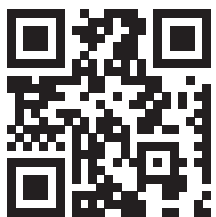


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Investcorp Acquires Shearer Supply, a Leading HVAC Equipment Distributor

New York – Investcorp, a leading global alternative investment firm, announced a majority investment in Shearer Supply (“Shearer” or “the Company”), a leading independent distributor of Heating, Ventilation and Air Conditioning (“HVAC”) equipment for residential and commercial properties in the southern United States region. Shearer’s management team, the Shearer family and PNC Riverarch Capital will remain shareholders in the Company alongside Investcorp. Additional financial terms of the transaction were not disclosed.

Founded in 1983, Shearer is one of the nation’s largest independent distributors of HVAC equipment, parts and supplies serving over 5,500 customers from 22 branches across Texas, Oklahoma, Arkansas, Tennessee and Louisiana. Headquartered in Dallas, TX, Shearer’s core product lines include American Standard Residential and Commercial HVAC, Ameristar Heating and Air Conditioning and Samsung HVAC.

“Shearer operates in a large, resilient and highly fragmented market driven by non-discretionary replacement demand and will continue to benefit from strong secular tailwinds including an aging housing stock, shortening replacement cycles and favorable regulation, in addition to its attractive Southern US geographic footprint. We are excited to partner with the

Shearer family to drive organic growth and further expansion,” said Dave Tayeh, Head of Private Equity – North America at Investcorp. “We have experienced robust activity across our North American Private Equity platform this year, underscoring the strength of our strategy in partnering with growing, founder-led businesses as they look to scale their businesses.”

“Investcorp has an established history of working with companies like Shearer and have demonstrated a strong track record in HVAC and specialty distribution,” said Michelle Shearer-Rodriguez, CEO at Shearer Supply. “We are looking forward to partnering with them on our next phase of growth and leveraging their strong industry insights.”

“Shearer provides a compelling value proposition for both contractors and original equipment manufacturers, acting as a one-stop-shop local partner with a breadth of products, expertise and value-added services,” said Steve Miller, Managing Director, Private Equity – North America at Investcorp. “This is an impressive family-owned and run business that has differentiated itself in its ability to scale and grow in excess of the market throughout its history and we are thrilled to be partnering with the Company’s highly motivated management team.”

Investcorp has unique experience in the

HVAC industry and specialty distribution, with investments including Arrowhead, ATD, Berlin Packaging and The Wrench Group.

This announcement follows the final closing of Investcorp North American Private Equity Fund I, L.P., which focuses on control buy-out investments in middle market service businesses in North America. Fund I closed at over \$1.2 billion in capital commitments. Investcorp’s North America Private Equity group has been investing in North American mid-market businesses for over 40 years and has completed approximately 70 transactions, deploying more than \$22 billion in transaction value since inception.

About Investcorp

Investcorp is a global investment manager, specializing in alternative investments across private equity, real estate, credit, absolute return strategies, GP stakes, infrastructure, and insurance asset management. Since our inception in 1982, we have focused on generating attractive returns for our clients, while creating long-term value in our portfolio companies by adopting a disciplined investment process, employing talented professionals, and utilizing the resources of a global institution with an innovative approach.

We invest capital in our products and strategies, ensuring that interests are aligned with our investors and stakeholders. We

pursue sustainable value creation through our investments and in the communities in which we operate and take pride in partnering with clients to deliver tailored solutions for their needs.

Today, Investcorp manages \$50 billion in assets, including assets managed by third party managers. Investcorp has 14 offices in the US, Europe, GCC and Asia, including, India, China, Japan and Singapore and employs approximately 500 people from 50 nationalities globally.

Further information is available at <http://www.investcorp.com>. Follow us @Investcorp on LinkedIn, Twitter and Instagram.

About Shearer Supply

Founded in 1983 by the Shearer family, Shearer Supply is a leading replacement-focused HVAC distribution platform of scale providing residential and commercial equipment, parts and supplies to a highly fragmented base of 5,500+ local contractor customers in the Southern U.S. region. The Company serves customers from 22 branches across Texas, Oklahoma, Arkansas, Tennessee, Mississippi, Louisiana and New Mexico. Headquartered in Dallas, TX, Shearer’s core product lines include American Standard Residential and Commercial HVAC, Ameristar Heating and Air Conditioning and Samsung HVAC. The Company also offers parts, suppliers and accessories sourced from over 300 vendors.

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Paying Rookie Sales Consultants

The other day, I received an email from a territory manager in the Midwest who I have known for almost 20 years. He also suggested a topic that has lead to this article—how do you pay sales people, especially beginners?

Let's begin with a first-year sales person (I won't call him or her a professional yet—that honor has to be earned, and they have not earned it yet). We'll call this person a Rookie.

Pay must be tuned as much as possible to two vectors (forces): performance and motivation. I'll come back to performance in a later column. But for the motivation vector, let's consider some key issues.

Most sales Rookies today are going to be entering from a younger generation than those who will probably hire and oversee them. This

is important because as it turns out, motivators vary with age groups.

In 2005, I wrote a white paper titled "Managing a Sales Force", which contained several pages on compensation. (You can get a copy free from my web site by clicking Resources, then Library, then fine the article "Managing a Sales Force".) Based on recent research on managing and compensating sales professionals, some of the findings revealed that for older sales professionals ("veterans"), these things are highly valued:

- Retirement contributions
- Exceptional pay for high performance
- Independence
- Job security
- Location
- Travel
- Vacation
- Contrast this with

younger sales professionals:

- Total compensation
- Base/incentive mix
- Promotion opportunity
- Skills development
- Flexible work environment
- Co-worker quality

These are totally different lists! It suggests to me that a pay plan that works well for seasoned veterans will not work well for Rookies!

Rookies as a rule (and this is a generalization) distrust commission only plans (where most veterans prefer them because of their unlimited earning potential). They prefer heavy base pay with small incentive pay because they don't yet trust their skills to make sales at a level where incentive pay becomes a heavy element of their pay. They lack skills so they value an environment where they can obtain

them, and don't like lock-step working conditions, preferring flexibility over structure.

So for a Rookie, here is one possible setup: start with a compensation package that is heavy on base (80% or more) and light on incentives. Offer them ample opportunity for training and skills enhancement. And don't require them to punch the proverbial 8-to-5 clock. In fact, since many of their sales calls will be made in the evening when they can talk to both decision makers of a household, having them report to work at 8:00 AM or 9:00 AM is not reasonable.

As for pay levels, you have to set them carefully. I would suggest that for those who live in a major metropolitan market that they consult a web site—www.salary.com. This amazing site lets you analyze

pay scales for free in major markets (and you can purchase detailed and deeper reports as an option). The trick is to select the right job category to get comparison numbers.

For instance, if I search the Phoenix, Arizona database at salary.com, using the "Salary Wizard" on the Employee side of the home page, I get to a dialog where I can ask to see typical salaries for various job titles. If I type "Sales representatives" for the job title and select "Arizona-Phoenix", a whole screen of job positions that are in sales appears. I then search for the one that is closest in description to a Rookie position at an HVAC shop—say, Sales Representative I. I then ask to see the Base Salary range. In this case, base pay runs from \$\$ on the low end to \$\$\$\$ on the high end. The



Richard Harshaw

"Bonuses" tab reveals that with bonuses, compensation ranges from \$\$ to \$\$\$\$.

The median salary is \$\$\$ and the median bonus is \$. The total comp has a large range. I would rank a truly brand new Rookie (with no sales training yet, no experience) at the bottom of that range. I might start a really good Rookie (with some training and a little experience) closer to the middle of the range. But I don't think a true Rookie in Phoenix would be able to command \$\$\$\$ a year—unless he or she produced like a veteran!

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Since I advocate that at least 80% of the salary be base, this would mean giving a Rookie (in Phoenix) a starting salary of \$\$, with a chance to earn another \$ or so in bonuses.

The \$ in bonuses would come through a number of possible reward systems. But for a Rookie, I suggest that the bonus be earned as a percentage of the sales he generates when the Rookie uses a company-generated retail price book. In other words, the company has a "cookbook" pricing system that the Rookie must sell jobs from, not create his own take-off and job price on the jobsite unsupervised.

So how should we set the bonus rate?

That depends on a number of factors. The easiest approach is to assume the number of jobs a Rookie could sell in a year, using a

retail price book. If he sells two jobs a week, that would be about 100 jobs a year. \$8,000 divided by 100 jobs is \$80 per job. If the average job is \$5,000, that would amount to 1.6% of sales. Or, the owner could just set the first year bonus at \$80 per job. (But the problem with that approach is that as the Rookie sells a big job, he gets the same \$80 bogey that he would have made for a smaller sale.)

I would also set up an aggressive training program for this Rookie. I would then explain to the Rookie that as he gains education and starts having better and better sales results, he will move towards a more incentive-based plan with higher earning potential. (That's the performance vector.)

In a future column, I will address how to pay newer sales reps who are no longer Rookies, but not yet seasoned veterans either.

Propane Construction Incentive Program Reduces Over 18 Million Pounds of CO2

Real-world findings show building with propane is better for the environment.

Washington – In 2022, the Propane Education & Research Council's (PERC) Propane Construction Incentive Program helped eliminate more than 18 million pounds of carbon dioxide (CO2) equivalent, from the environment annually. This statistic nearly doubled the program's impact in 2021.

"Installing propane appliances in more than 1,000 homes across 25 states helped make this achievement possible," said Bryan Cordill, director of residential business development at PERC. "Many people believe using more electricity is the answer to reducing carbon emissions. But this data clearly

shows that construction professionals can make a significant environmental impact when building with propane and utilizing a hybrid approach to home energy decisions."

The 2022 program awarded \$1 million in funding to construction professionals who provided data from the Energy Planning and Analysis Tool comparing the emissions of the propane appliances they chose to their electric alternatives. Installations included propane furnaces, water heaters, fireplaces, cooktops, ovens, clothes dryers, outdoor grills, and standby generators.

The 14 million pounds of CO2 that the Propane Construction Incentive

Program helped eliminate is equivalent to greenhouse gas emissions from any of the following:

- 1,839 gasoline-powered passenger vehicles driven for one year.
- 1,038,249,446 smartphones charged.
- 1,075 homes' energy use for one year.

The Propane Construction Incentive Program offers a baseline incentive of up to \$1,000 to builders or remodelers who upgrade to propane appliances in a new build or a remodel. Applicants can also earn a \$500 bonus for installing propane appliances specific to their region of the country. Funding is limited, and certain restrictions apply, so

complete your application today at Propane.com/ConstructionIncentive.

"Builders and remodelers who participate in the Propane Construction Incentive Program and install propane appliances in their customers' homes are not only creating a competitive advantage for themselves, but they are also helping decrease greenhouse gas emissions," said Cordill. "Propane is available right now and its use is having an immediate, positive impact on the environment."

To learn more about the incentive program and qualifications, as well as propane applications, visit Propane.com.

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Insko Leander Grand Opening

Insko Distributing held a Grand Opening for their newest store location in Leander TX on March 29th. The Grand Opening, held from 11-2, had a vendor fair, lunch, games, raffles and prizes. The new store is located at 1633 US 183 Hwy, Leander TX 78641. Insko now has 35 branches across Texas and Oklahoma.





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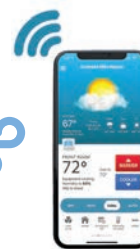
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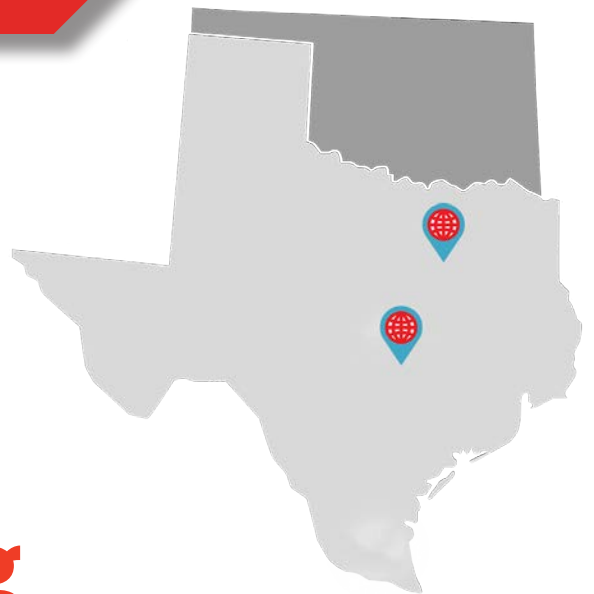
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 Fax: (713) 868-3045

HOUSTON
 8304 Westpark,
 77063
 Phone: (713) 952-4601
 Fax: (713) 952-0865

HOUSTON
 6630 Roxburgh Dr Ste #175,
 77041
 Phone: (713) 466-5716
 Fax: (713) 466-7530

KATY
 22110 Merchants Way, Ste. 100,
 77449
 Phone: (713) 803-6240
 Fax: (713) 803-6250

WEBSTER
 16910 N Texas Ave Ste. A-14,
 77598
 Phone: (346) 444-3879
 Fax: (832) 476-2450

CONROE
 800 Old Montgomery Ste 200,
 77301
 Phone: (936) 230-5040
 Fax: (936) 242-0178

HOUSTON
 5935A South Loop East,
 77033
 Phone: (713) 645-0085
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Immediately get them learning the basics and start gaining experience to work easily alongside fellow team members.

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Attract and retain staff with continuous learning that builds skills throughout their career. Give your team the ability to do their best work with engaging, reliable training they'll want to keep using.

- ◆ Confidently take on more capacity with a team of competent technicians
- ◆ Prevent costly callbacks, accidents, and poor reviews with greater skill transparency
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- ◆ Use Command Center to assign targeted courses designed to close skills gaps



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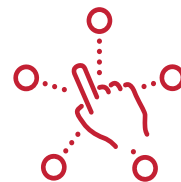


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Offer Valid Jan 1 - Mar 31, 2023 on any in-stock York[®] mini-split system, not valid on special orders. One \$50 gift card awarded for every system you order during the promotion period. Gift cards will be distributed to the principle of the business. Some restrictions apply, see your Century HVAC rep for more details.

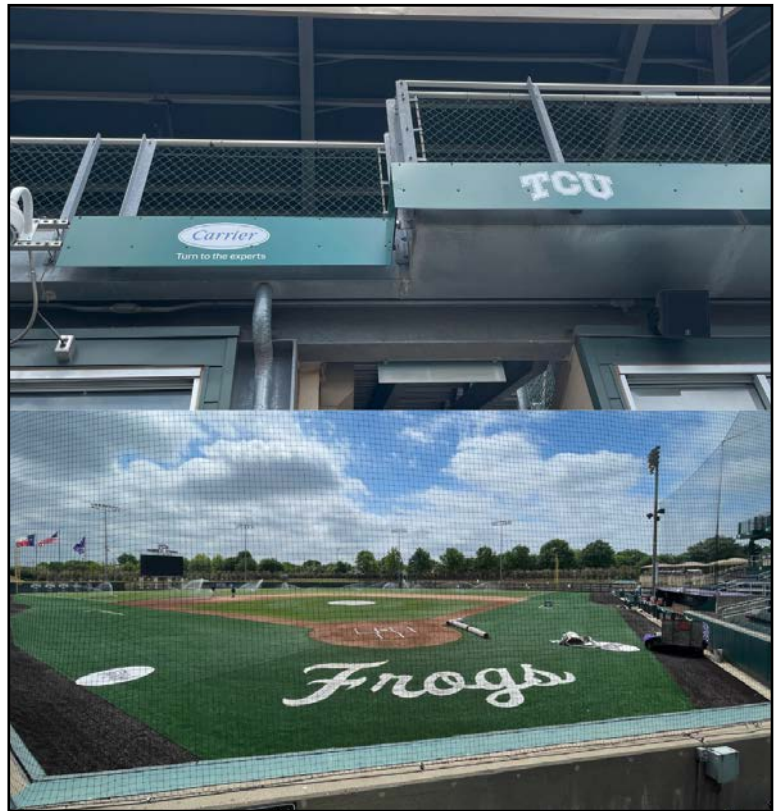


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PROUD PARTNER OF TCU® ATHLETICS

CE and Carrier are now an official partner of Texas Christian University (TCU) athletics! This new partnership provides Carrier invaluable brand recognition within the market. This will allow CE to promote our loyal dealers to the vast TCU fan base via in-game branding at baseball, football, and basketball events.

“We at CE are incredibly excited about our new partnership with Texas Christian University,” said CE VP of Sales, Erik Olson, “This partnership will assist in changing the landscape of comfort in the marketplace.”



As part of the partnership, the Carrier logo can be seen around the entire Charlie and Marie Lupton Baseball Stadium and Williams-Reilly Field in Fort Worth, Texas, the home field of the TCU Horned Frogs baseball team.

PARTNERSHIP ANNOUNCEMENT



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Houston, TX 77041

MAY 16 | 11AM-2PM
CE College Station
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College Station, TX 77845

MAY 23 | 11AM-2PM
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Johnson Supply Crawfish Boil and Open House

Johnson Supply held an Open House and Crawfish Boil on Friday April 7th at their store in Austin TX. The event had music, a vendor fair, and freshly boiled crawfish on site. The Austin location is at 9416 Neils Thompson #100, Austin TX 78758.





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SCAN FOR INFO



TACCA Exam Prep Course



The secret to passing is not what you know today, it's what you know after taking this prep course!



Info at tacca.org

2023 EXAM PREP CLASS SCHEDULE

<p>AUSTIN/ROUND ROCK</p> <p>May 13-14 August 19-20 November 18-19</p>	<p>RED OAK/DFW (FRI-SAT CLASSES)</p> <p>May 19-20 August 11-12 November 10-11</p>
<p>HOUSTON</p> <p>June 10-11 September 16-17 December 9-10</p>	<p>SAN ANTONIO</p> <p>July 29-30 October 21-22</p>

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

Gemair Tempstar North Texas Dealer Meetings

Gemair North Texas held their Tempstar Dealer Meetings on April 5th-6th. The April 5th Dealer Meeting was held at the Texas Gun Ranch in Terrell TX. It had product meetings, lunch, a skeet shoot and prizes. The second Dealer Meeting was on April 6th at Top Golf in Dallas. This meeting had product meetings, lunch and a chance to play golf. Both days were well attended.



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Texarkana.....903.832.3562

Houston NW.....713.466.6261
Houston Westpark...713.787.6666
Pasadena.....713.477.8292
San Antonio.....210.495.4933
Austin.....512.836.6646
South Austin.....737.931.0678
Killeen.....254.526.3028

College Station.....979.774.5390
Temple.....254.773.0809
Waco.....254.751.7766
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(956) 783-1036

La Feria

13422 E. Expressway 83
(956) 797-2035

Corpus Christi

8051 South Padre Island Dr.
(361) 986-0613

Victoria

3704 Billy Dr.
(361) 574-8349

Laredo

4114 Airpark Dr. #4A
(956) 727-2235

Johnstone South Texas Customer Appreciation

Johnstone South Texas held their Customer Appreciation Days on April 19th and 20th at two of their locations. April 19th was at the Corpus Christi Agnes Street location. The April 20th event was at their Victoria TX store. Both events had a vendor show, customer giveaways and a great lunch. Both days were very well attended.



Locke Supply 2023 Trade Show





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Manager Brandon Daigle
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469-209-7614

MESQUITE

Manager Alpha Lalugba
4414 Gus Thomasson Rd.
469-917-1959

WACO

Manager Dan Ransbarger
5526 Bosque Blvd
254-405-6827

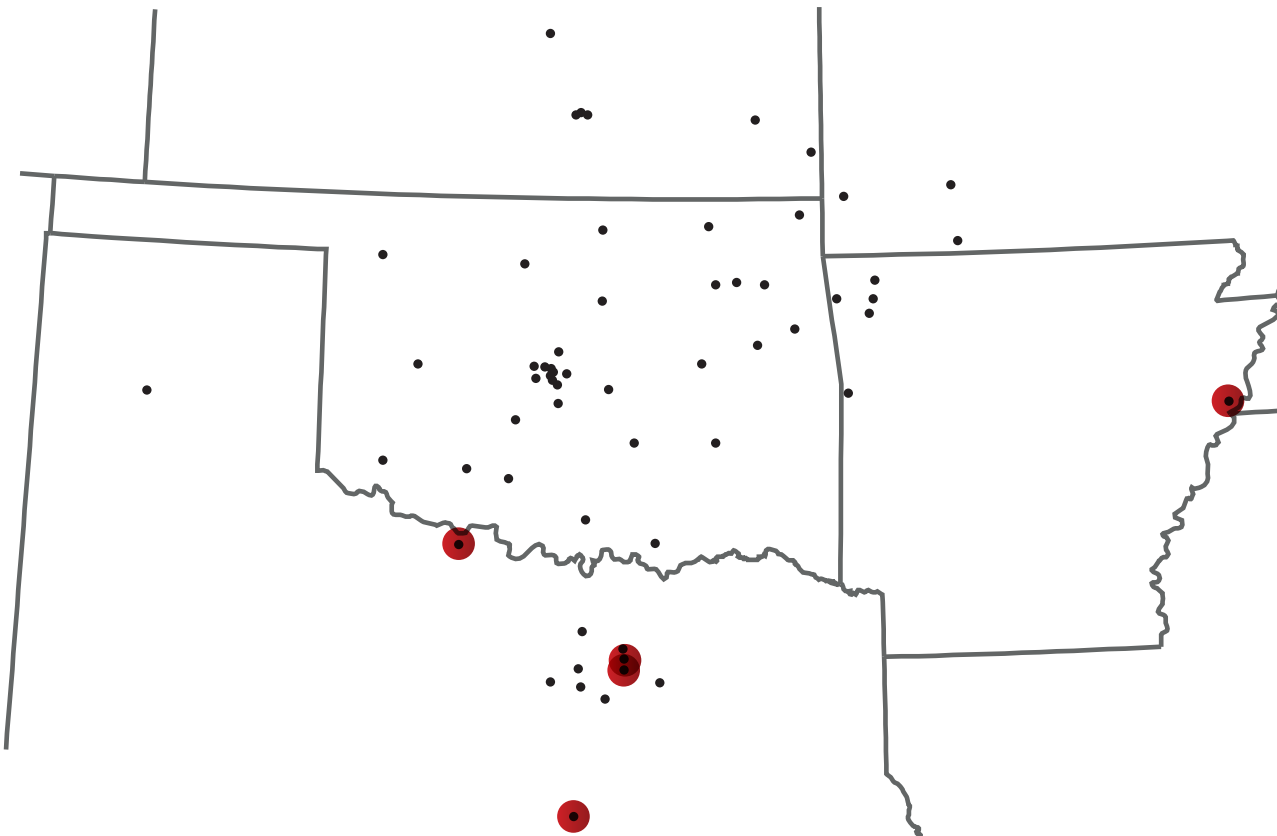
WEST MEMPHIS

Manager Frank Skroch
925 State Highway 77
870-551-2025

WICHITA FALLS

Manager Jason Blizzard
3164 5th Street
940-341-2080

These branches are now open. To set up an account please reach out to the Territory Manager or Branch Manager



Territory Managers

Jeremy Lindsey
405-403-2144
jlindsey@lockesupply.com
Garland/Mesquite

Sean Schulz
405-635-7301
sschulz@lockesupply.com
Wichita Falls

Ryan Hansen
405-423-4984
rhansen@lockesupply.com
West Memphis

Ryne Menard
817-470-0406
rmenard@lockesupply.com
Waco



ADA
821 N. Broadway Ave.
580-332-1576

ALTUS
1624 N. Main St.
580-477-3122

AMARILLO
5119 Plains Blvd. Unit C
806-467-8950

ARDMORE
609 N. Commerce St.
580-226-8067

ARLINGTON
1605 W. Pioneer Pkwy.
817-785-0007

BARTLESVILLE
244 NE Washington Blvd.
918-333-1145

BEDFORD
512 Harwood Rd.
817-282-1365

BENBROOK
7917 Camp Bowie West Blvd.
817-244-3340

BROKEN ARROW
1821 S. Aspen Ave.
918-258-0805

CHICKASHA
809 S. 4Th St.
405-224-4272

CLAREMORE
1113 W. Will Rogers
918-343-1131

CLINTON
1069 S. 10Th St.
580-323-6982

DENTON
2001 Fort Worth Dr.
940-484-4323

DESOTO
719 N. Hampton Rd., Suite 201
972-230-0840

DUNCAN
1715 N. 81
580-252-5048

DURANT
2100A W. Evergreen St.
580-920-2140

EDMOND
405 S. State St.
405-340-8945

ENID
1725 N. Van Buren St.
580-237-2081

FAYETTEVILLE
2301 W. Martin Luther King Blvd., Suite 3
479-443-2381

FT SMITH
1200 S. Waldron Rd., Suite 120
479-478-9469

GARLAND
2350 Crist Road, suite 300A
469-209-7614

LAWTON
1022 NW 38Th St.
580-353-0990

MCALESTER
202 S. Swallow Dr.
918-423-5165

MESQUITE
4414 Gus Thomasson Rd.
469-917-1959

MIAMI
2632 N. Main St., Suite A
918-542-5364

MIDWEST CITY
7421 SE 15Th St.
405-732-0791

MOORE
1001 N. Moore Ave.
405-799-0200

MUSKOGEE
1500 N. 11Th St.
918-686-8205

MUSTANG
420 N. Sara Road
405-682-2245

NORTH PORTLAND
3647 NW 39Th St.
405-947-1025

NORMAN
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405-329-8057

OKC S. KENTUCKY
7610 S. Kentucky Ave.
405-632-8216

OKMULGEE
201 E. 5Th St., Suite A
918-756-4146

OWASSO
8787 N. Owasso Expy.
918-376-9851

PLANO
2404 Avenue K
972-578-9688

PONCA CITY
1201 E. Prospect Ave.
580-718-0498

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918-824-1016

ROGERS
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479-936-7037

SAPULPA
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918-248-8858

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530 Kickapoo Spur St.
405-275-4362

SILOAM SPRINGS
2304 US Hwy. 412
479-549-3860

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405-372-8588

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918-456-7714

TERRELL
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972-551-2823

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3720 E. Admiral Pl.
918-587-8832

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8787 S. Lewis Ave.
918-299-0968

TULSA SE
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918-252-4209

WACO
5526 Bosque Blvd
254-405-6827

WARR ACRES
5932 NW 38Th St.
405-495-9307

WEST MEMPHIS
925 State Highway 77
870-551-2025

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940-341-2080

WOODWARD
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580-254-2173

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405-350-1422



Character, Customer Service, Employee Owned

Central A/C Supply Grand Opening

Central A/C Supply held the Grand Opening of their new store on Thursday April 13th. The Grand Opening had a vendor fair and lunch. A ribbon cutting was held at their new location with the Central A/C staff and featured Carl Pollex cutting the ribbon. The new store is at 8610 Telephone Road, Houston TX 77061.



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Insco Training in El Paso TX



Paul Groce and Daniel De Lacruz lead a RUUD Training Session in El Paso with Insco Distributing contractors




2023 Technician Promotion


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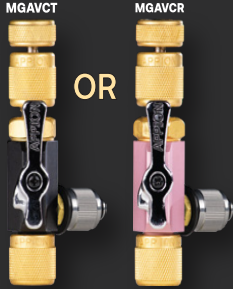
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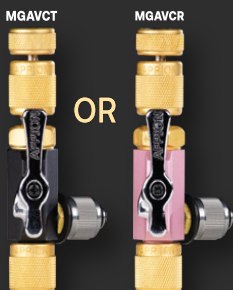


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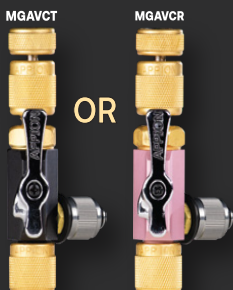
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NADCA Recognizes 2022 Safety Award Winners

The National Air Duct Cleaners
Association Awards HVAC Inspection and
Cleaning Contractors for Best-in-Class
Safety Practices

Mt. Laurel, New Jersey — The National Air Duct Cleaners Association (NADCA) recently announced the recipients of its 2022 Safety Awards. As the world's most respected authority on the inspection and cleaning of heating, ventilation, and air conditioning (HVAC) systems, NADCA presents its Safety Awards to contractors who have shown a verifiable commitment to employee, customer, and community safety throughout the year. The awards were announced on March 28 at the association's 34th Annual Meeting & Exposition in New Orleans, Louisiana.

Companies recognized with NADCA's **2022 Outstanding Safety Award In Our Region:**

- Clean Air Systems of LA, Inc., Shreveport, LA
- Guardian Services, Dallas, TX
- Power Vac America, Inc., Houston, TX

Companies recognized with NADCA's **2022 Safety Award In Our Region:**

- Hoover's Air Duct Cleaning, Inc., Albuquerque, NM

"Each year, NADCA's Safety Awards recognize HVAC inspection and cleaning contractors who adhered to best-in-class safety practices throughout the year," said NADCA Chief Executive Officer, Jodi Araujo, CEM. "We're thrilled to recognize our 2022 award winners. Safety is a top priority for NADCA members, and is an important part of their commitment to adhering to the highest standards in HVAC system cleaning. The Safety Awards honor those companies that have gone above and beyond this commitment, ensuring safety for their employees and customers."

The criteria for NADCA's Safety Awards are based on regulations and recommendations from the U.S. Occupational Safety & Health Administration (OSHA). The awards are presented annually. Recipients of the Outstanding Safety Award are companies who have been recognized with the NADCA Safety Award for at least three consecutive years.

ACCA Welcomes 2023 - 2024 Board of Directors

Alexandria, VA – The Air Conditioning Contractors of America (ACCA) announces the installation of the 2023-2024 Board of Directors and Officers.

Keith Paton of Ivey Mechanical LLC, in Kosciusko, MS, passed the leadership of the ACCA Board of Directors to Stephen Pape, Pape Service Co., Desoto, TX, and Dallas College, Dallas, TX.

“It has been a great pleasure to be the Chairman of the Board for ACCA for the past year,” said Paton. “There is no greater honor as an ACCA member than to have the trust and faith of my fellow contractors to serve them as Board Chair. And I appreciate all the support I have received throughout

my term from the ACCA staff and the other members of the Boards, who I could not have been successful without. I am looking forward to continuing to work with our new Board Chair, Stephen Pape. Stephen is a strong leader and will serve ACCA well in the coming year.”

“Being the Chair of ACCA’s Board of Directors at this time in our industry is very exciting for me,” said Pape. “As you may know, I am an Associate Dean at Dallas College. This gives me access to sharing our industry with our future employees. We all know that the workforce issues are not new and are not going away any time soon. But there are so many opportunities out there for contractors to reach untapped markets of potential

employees. This year, I am going to be working with the Board, the ACCA staff, the ACCA committees, and hopefully all of you to elevate the HVACR industry to the public as a place where people can have well-paying, satisfying careers. Together we need to work on making sure that we are a loud voice in our local communities sharing what our industry has to offer. This is my passion, and I look forward to working on this with all of you this coming year.”

Serving alongside Pape on the executive committee are: **Keith Paton of Ivey Mechanical LLC, Kosciusko, MS**, immediate past chair; Martin Hoover, Empire Heating and Air Conditioning, Inc., Decatur, GA, senior vice chair; Brian Stack, Stack Heating, Cooling, and Electric, Avon, OH, secretary/treasurer; Tim Cropp, CroppMetcalf Services, Fairfax, VA, vice chair; Eddie McFarlane, Haller Enterprises, LLC, vice chair.

Directors on the 2023-2024 Board, not serving on the Executive Committee are: **Vince Gillette, Gillette Air Conditioning Company, Inc., San Antonio, TX**; Kurt Hudson, LC Anderson, LLC, Boston, MA; Ryan Kletz, Classic Air’s One Hour Heating and Air Conditioning, Virginia Beach, VA; Matt Marsiglio, Heartland Home Services, Warren, MI; Cody Novini, SoCal Airflow Pros, Rancho Santa Margarita, CA; and Jennifer Pierce, Clay’s Climate Control, Linwood, NJ.

For more information about the ACCA Board of Directors or ACCA, please contact Melissa Broadus, ACCA director of member communications and committee liaison, at melissa.broadus@acca.org or (703) 824-8842.

Familiar Faces, Exciting Changes

Insco is proud to announce the promotions of Rey Madrid and Adolfo Perez!

Adolfo has been promoted to vice president of operations, leading Insco’s business analytics, IT, marketing, operations, pricing, and purchasing departments. He previously served as Insco’s Vice President of Sales and Marketing and is looking forward to this new challenge.

Rey has been promoted to Vice President of Sales, leading Insco’s regional sales managers, territory managers, and branch managers. He previously served as Insco’s Regional Manager of the central and south Texas territories.

Both Adolfo and Rey have been with Insco for over 10 years.

Their hard work and commitment are part of the foundation that allows insco to provide the best for its employees, partners, and customers.




Adolfo Perez:
Vice President of Operations



Rey Madrid: Vice President of Sales


Free Draft Beer!




Friday, May 26th

4-6 PM

TACCA North Texas is headed in an
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Join us for Happy Hour
to hear the news, updates and to meet our
new Executive Director and Board of Directors



3 NATIONS BREWING

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Members: \$20 Pre-event; \$25 at the door

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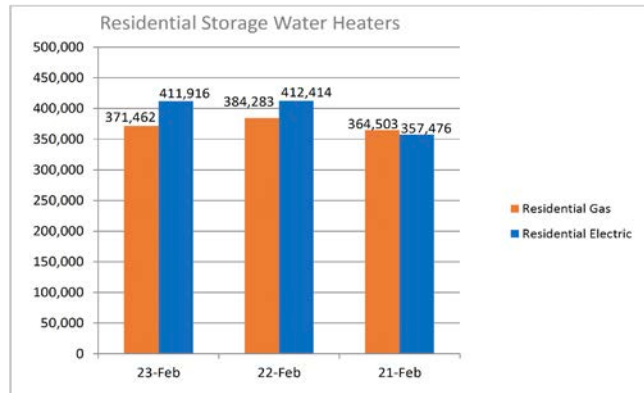
HAPPY

HOUR

AHRI Releases February 2023 U.S. Heating and Cooling Equipment Shipment Data

Residential Storage Water Heaters

U.S. shipments of residential gas storage water heaters for February 2023 decreased 3.3 percent, to 371,462 units, down from 384,283 units shipped in February 2022. Residential electric storage water heater shipments decreased 0.1 percent in February 2023 to 411,916 units, down from 412,414 units shipped in February 2022.

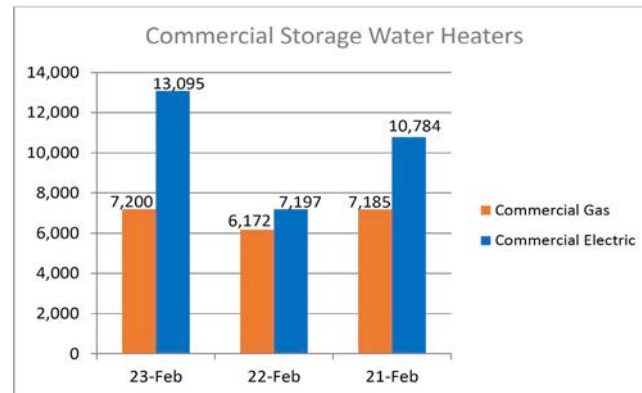


Year-to-date U.S. shipments of residential gas storage water heaters decreased 1.2 percent, to 730,380 compared to 739,293 shipped during that same period in 2022. Residential electric storage water heater shipments increased 2.0 percent year-to-date, to 819,229 units, compared to 803,417 shipped during the same period in 2022.

Year-to-Date	Feb 23 YTD	Feb 22 YTD	%CHG. (From 2022-2023)	Feb 21 YTD
Residential Storage Gas	730,380	739,293	-1.2	761,845
Residential Storage Electric	819,229	803,417	+2.0	753,116

Commercial Storage Water Heaters

Commercial gas storage water heater shipments increased 16.7 percent in February 2023, to 7,200 units, up from 6,172 units shipped in February 2022. Commercial electric storage water heater shipments increased 82.0 percent in February 2023, to 13,095 units, up from 7,197 units shipped in February 2022.

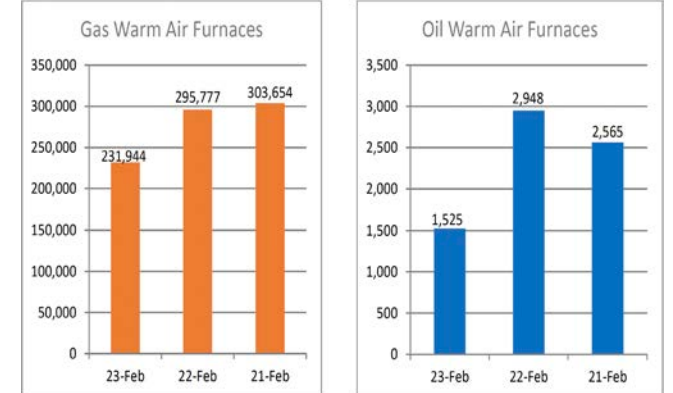


Year-to-date U.S. shipments of commercial gas storage water heaters increased 26.2 percent, to 14,447 units, compared with 11,445 units shipped during the same period in 2022. Year-to-date commercial electric storage water heater shipments increased 72.5 percent, to 23,791 units, up from 13,788 units shipped during the same period in 2022.

Year-to-Date	Feb 23 YTD	Feb 22 YTD	%CHG. (From 2022-2023)	Feb 21 YTD
Residential Storage Gas	730,380	739,293	-1.2	761,845
Residential Storage Electric	819,229	803,417	+2.0	753,116

Warm Air Furnaces

U.S. shipments of gas warm air furnaces for February 2023 decreased 21.6 percent, to 231,944 units, down from 295,777 units shipped in February 2022. Oil warm air furnace shipments decreased 48.3 percent, to 1,525 units in February 2023, down from 2,948 units shipped in February 2022.

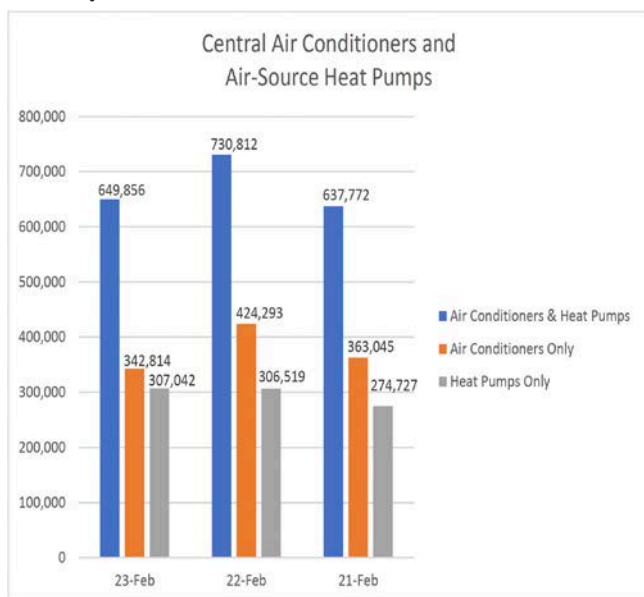


Year-to-date U.S. shipments of gas warm air furnaces decreased 19.0 percent, to 488,300 units, compared with 602,630 units shipped during the same period in 2022. Year-to-date U.S. shipments of oil warm air furnaces decreased 28.3 percent, to 4,113 units, compared with 5,739 units shipped during the same period in 2022.

Year-to-Date	Feb 23 YTD	Feb 22 YTD	%CHG. (From 2022-2023)	Feb 21 YTD
Gas Warm Air Furnaces	488,300	602,630	-19.0	658,751
Oil Warm Air Furnaces	4,113	5,739	-28.3	6,160

Central Air Conditioners and Air-Source Heat Pumps

U.S. shipments of central air conditioners and air-source heat pumps totaled 649,856 units in February 2023, down 11.1 percent from 730,812 units shipped in February 2022. U.S. shipments of air conditioners decreased 19.2 percent, to 342,814 units, down from 424,293 units shipped in February 2022. U.S. shipments of air-source heat pumps increased 0.2 percent, to 307,042 units, up from 306,519 units shipped in February 2022.



Year-to-date combined shipments of central air conditioners and air-source heat pumps decreased 15.4 percent, to 1,259,012 units, down from 1,488,090 units shipped during the same period in 2022. Year-to-date shipments of central air conditioners decreased 21.7 percent, to 670,269 units, down from 856,128 units shipped during the same period in 2022. The year-to-date total for heat pump shipments decreased 6.8 percent, to 588,743, down from 631,962 units shipped during the same period in 2022.

Year-to-Date	Feb 23 YTD	Feb 22 YTD	%CHG. (From 2022-2023)	Feb 21 YTD
Air Conditioners & Heat Pumps Combined Total	1,259,012	1,488,090	-15.4	1,323,698
Air Conditioners Only	670,269	856,128	-21.7	771,876
Heat Pumps Only	588,743	631,962	-6.8	551,822

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

Size Description (000) BTUH	Month			YTD		
	2023 Total	% Change from 2022	2021 Total	2023 Total	% Change from 2022	2021 Total
Under 16.5	24,488	-30.8	33,514	47,636	-29.7	64,282
16.5-21.9	82,212	+6.6	69,529	156,619	+4.6	138,972
22-26.9	121,039	-11.5	129,119	246,651	-12.1	271,333
27-32.9	105,258	-6.0	96,230	194,349	-16.0	200,829
33-38.9	131,953	-13.0	130,082	252,192	-20.0	267,011
39-43.9	42,506	-27.0	44,634	80,743	-28.7	96,697
44-53.9	66,554	-16.0	68,386	130,923	-20.2	143,692
54-64.9	58,285	-4.6	50,987	114,207	-9.4	106,785
65-96.9	6,503	-0.2	5,584	13,384	-4.9	12,727
97-134.9	4,993	-7.2	4,053	9,634	-12.8	9,251
135-184.9	3,254	-3.5	2,505	6,726	-6.4	5,608
185-249.9	1,046	-28.8	1,169	2,246	-28.0	2,439
250-319.9	844	-46.2	1,025	1,812	-32.4	2,261
320-379.9	174	-20.5	236	413	-5.3	462
380-539.9	210	-22.2	234	485	-3.0	449
540-639.9	228	-3.8	194	411	-4.9	350
640-799.9	72	-10.0	116	150	-14.3	203
800.0-899.9	63	+186.4	40	103	+2.0	63
900.0-999.9	54	-19.4	58	105	-3.7	108
1,000.0-1,199.9	41	0.0	27	66	+29.4	46
1,200.0 & Over	79	-28.8	50	157	-16.9	130
TOTAL	649,856	-11.1	637,772	1,259,012	-15.4	1,323,698

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.

BRAGGIN' RIGHTS



Larry Plocheck, Coastal HVAC Supply, took this 275 lbs of bacon near Brenham TX



Alan Pena caught this on a Johnstone Petit Group cruise in Cozumel MEX



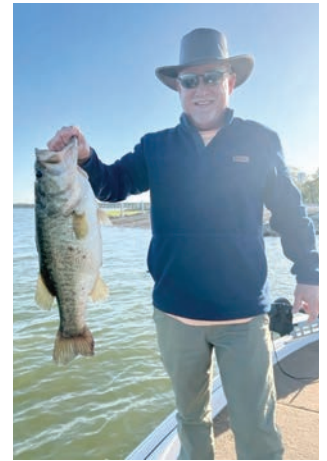
Hunter Wood and Ty Kinsey Southwestern HVAC SALES



Robert's Air Aaron



Air Solutions Cary Weaver



Tommy Cue, JB Warranties, caught this



Karl Christmas, Winsupply Corpus, took this Nlgai near Raymondville TX



Robert's Air Steve Garey



Brett Cue, JB Warranties, caught this at Lake Lewisville



Ty Kinsey, SWHVAC Reps, caught this in East Matagorda Bay

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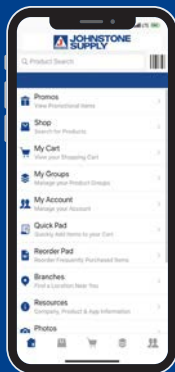
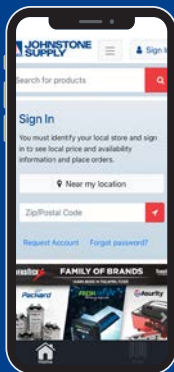


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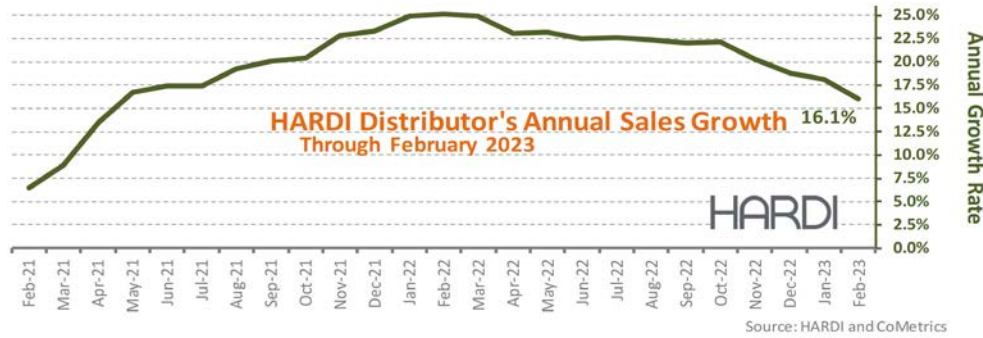
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HARDI

HARDI Distributors Report 4.0% Percent Revenue Increase in February

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 4% percent during February 2023.

The sales growth for the 12 months through February 2023 is 16.1% percent.



“Since February is responsible for the smallest share of annual revenues for each of our regions, it has not been a good indicator of market direction,” said HARDI Macroeconomic & Residential Market Analyst Brian Loftus. “The sales growth this month was challenged by being compared to a very strong 27.5% gain during February 2022 and the heating degree days during February 2023 were well below normal in four of our seven regions.”

The Days Sales Outstanding, a measure of how quickly customers pay their bills, remains in the 43-day area. “The DSO usually runs a little longer during the winter months,” said Loftus. “The DSO this month is comparable to February during 2021 and 2022.”

“HARDI distributor’s annual sales growth reflects COVID’s impact on our economy. The COVID uncertainty squeezed the annual sales growth to the low single-digits pace during most of 2020 before it took off towards more than 20% during 2021 where it remained for more than a year,” said Loftus. “One year ago the Fed started to put the brakes on the economy and our annual sales growth reflects that effort. The brakes are still on.”

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.



The Texas Department of Licensing and Regulation proposes amendments to existing rules at 16 Texas Administrative Code (TAC), Chapter 59, §59.3, regarding Continuing Education Requirements. The proposed rule is necessary to implement rules being concurrently proposed which removed the requirement for registered accessibility specialists to meet continuing education requirements with an approved course provider. The proposed rules modify the list of occupations which are subject to the continuing education requirements of 16 TAC, Chapter 59, by removing registered accessibility specialists.

The proposed rule was published in the April 7, 2023, issue of the *Texas Register* (48 TexReg 1795). The Department will accept comments on the proposal until **May 8, 2023**.

The Department encourages anyone interested in the Continuing Education Requirements to review the rule proposal online. Comments may be submitted electronically on the Department’s website.

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ASHRAE, founded in 1894, is a global society advancing human well-being through sustainable technology for the built environment. The Society and its more than 56,000 members worldwide focus on building systems, energy efficiency, indoor air quality, refrigeration and sustainability. Through research, standards writing, publishing, certification and continuing education, ASHRAE shapes tomorrow's built environment today. More information can be found at www.ashrae.org/news.

More Than 100 Technical Sessions Scheduled for 2023 ASHRAE Annual Conference in Tampa

Early bird rates end April 30

Atlanta – The technical program for the 2023 ASHRAE Annual Conference, taking place June 24-28 in Tampa, Fla., is now available online and in the ASHRAE 365 app.

The conference includes more than 100 sessions within seven conference tracks on a full range of built environment topics, including urgency of addressing the climate crisis, measures to reduce human impact on the natural environment

and strategies for making the built environment more resilient and sustainable. In-person and virtual attendees will have access to all sessions in the program (and PDHs) through June 2024.

Conference tracks and highly anticipated technical sessions are as follows:

- **Pathways to Net Zero Energy and Decarbonization**
Session: The Building Decarbonization Strategy Game
 - **Research Summit**
Session: Networking Forum for Researchers in the Built Environment
 - **Fundamentals and Applications**
Session: Future Data Center: Road Map to Liquid Cooling Facility Design, Implementation and Operation
 - **Future Proofing the Built Environment**
Session: Chatbots and Nextgen AI Technologies for HVAC Industry
 - **HVAC&R Systems and Equipment**
Session: Best Practices: Testing, Verifying and Commissioning for Indoor Air Quality and Pathogen Mitigation
 - **Building Automation and Controls**
Session: ASHRAE 223P: A First Look, Emerging Tools and New Use Cases
 - **Professional Development and Education**
Session: Engineer to Entrepreneur: Case Studies in Business Ownership
- Conference papers and extended abstracts will be added to the conference schedule by May 24. Papers will be scheduled in a mix of traditional paper sessions and poster sessions.
- ASHRAE Learning Institute (ALI) will offer 10 courses during the conference, all approved for continuing education credits toward maintaining P.E. licensure.
- Four new courses are being offered:
- **V in HVAC** – Efficiently Improving IAQ using the Ventilation Rate Procedures (Using Advanced Options for Standard 62.1-2022

- Introduction to Building Decarbonization
- Starting the Path to Net Zero Buildings Using ASHRAE 90.1-2022
- Fundamentals of Decarbonization Design Systems and Equipment Applications

ASHRAE certification exams will also be administered during the week and business, committee and technical meetings will be conducted in the weeks leading up to, and during the conference.

In addition to honors and award recognitions, updates from Society leaders and the installation of new officers, incoming 2023-24 ASHRAE President Ginger Scoggins, P.E., Fellow ASHRAE, will present her inaugural address and share the Society theme for the coming year, **“Challenge Accepted: Tackling the Climate Crisis.”**

In-person and virtual registration options for individuals and companies are available. For complete information and registration for the 2023 ASHRAE Annual Conference, visit ashrae.org/2023annual.

About ASHRAE

Founded in 1894, ASHRAE is a global professional society committed to serve humanity by advancing the arts and sciences of heating ventilation, air conditioning, refrigeration and their allied fields.

As an industry leader in research, standards writing, publishing, certification and continuing education, ASHRAE and its members are dedicated to promoting a healthy and sustainable built environment for all, through strategic partnerships with organizations in the HVAC&R community and across related industries.

The Society is showcasing integrated building solutions and sustainability in action through the opening of the ASHRAE Global Headquarters building in metro-Atlanta, Georgia.

For more information and to stay up-to-date on ASHRAE, visit ashrae.org and connect on Instagram, LinkedIn, Facebook, Twitter and YouTube.

Product News

Bosch Home Comfort Adds IDP Plus to Inverter Ducted Packaged Unit Heat Pump Lineup

The Bosch IDP Plus Heat Pump delivers 15-SEER2 efficiency with all the benefits of inverter technology in one single unit.

Watertown, Mass., - Bosch Home Comfort, a leading global source of high-quality heating, cooling and hot water systems, today announced the addition of a new model to its Bosch Inverter Ducted Packaged Unit (IDP) Heat Pump family. IDP Plus is a highly efficient (15-SEER2), incredibly reliable and extremely quiet Inverter Ducted Packaged heat pump system. IDP Plus is available in 3-ton or 5-ton capacities to best suit the heating and cooling needs of a home.

“Heat pumps are becoming the top HVAC option for lowering a home’s energy consumption and carbon footprint while still providing home comfort all year round,” said Ian McIver, Product Manager for Bosch Home Comfort North America. “Bosch Home Comfort’s IDP Plus is an air-to-air heat pump that provides both heating and cooling. With intelligent control, our advanced, fully modulating inverter drive compressor automatically adjusts its output in tiny increments to keep homeowners comfortable at a consistent room temperature. The IDP Plus provides the perfect balance of efficiency and comfort without breaking the bank.”

Traditional heating and cooling systems operate by blasting all the way on or shutting completely off. This surge and stop

cycle uses more energy, causes uncomfortable temperature fluctuations and results in unnecessary wear and tear on the system. To prevent this issue, IDP Plus’s modulating inverter system provides precise indoor temperature and humidity control by delivering exactly the amount of hot or cool air needed to achieve the desired temperature for maximum comfort. It delivers quicker, smoother, more consistent and more efficient heating and cooling.

The systems in the Bosch IDP lineup are some of the quietest air-to-air heat pumps on the market. The systems can achieve outdoor sound levels as low as 56 dBA by coupling silent blade technology with sound isolating mounts and outdoor condensing section placement. This level of quiet operation vastly outperforms standard systems on the market.

Bosch backs the IDP family with a 10-year residential limited warranty protection on parts. This standard offering covers all components incorporated into the heat pump system at the time of manufacture.

IDP Plus is available now. For more information about Bosch Home Comfort and to explore available rebates, please visit <https://www.bosch-homecomfort.com/us/en/residential/home/>

BLOW VAC ADD ISO VALVE From Searco



SEARCO has introduced the new BLOW VAC ADD ISO VALVE, a 1-inch 3 way Schedule 80 PVC valve that is both UV Resistant and adaptable.

The ISO VALVE allows you to do multiple functions without cutting PVC lines: blow out all lines, vacuum all lines, add tablets or chemicals to drain, isolate all lines, monitor the liquid lines. The BLOW VAC ADD ISO VALVE even allows you to add a float switch where needed. Fittings are slip/slip/thread.

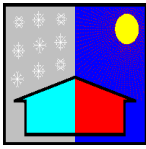
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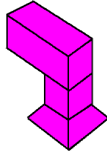
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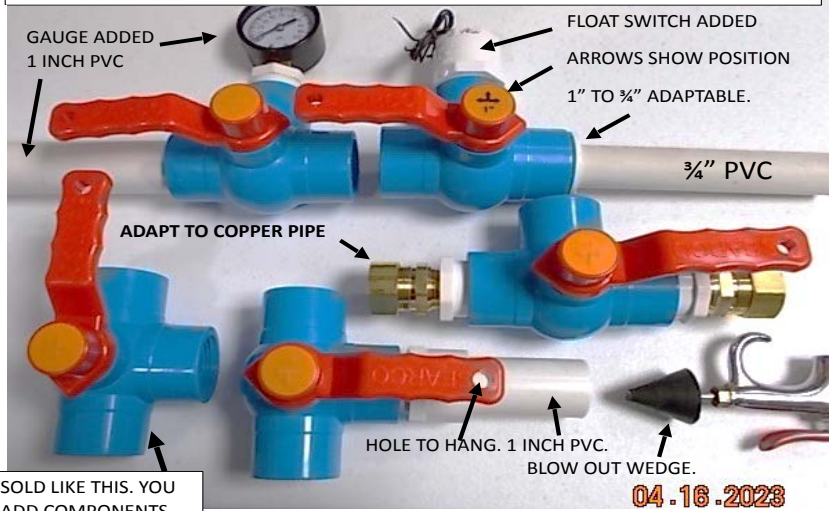
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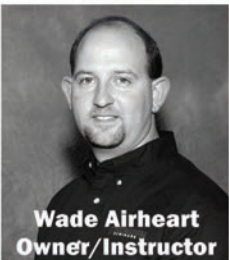


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