

Air Conditioning



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Century AC Suppply Customer Appreciation Day



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Insco Distributing Liberty Hill Welcome Event



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TACCA Greater San Antonio Clay Shoot



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5 Star HVAC Contractors joins Lennox to provide a Dallas area community hero with a free HVAC system and installation

The Texas-based heating and air company praises the HVAC manufacturer's Feel the Love program and is eager for Dallas residents to nominate deserving individuals

Dallas - 5 Star HVAC Contractors, a leading heating and air maintenance and installation company serving Rowlett and the surrounding communities, wants to make one deserving Dallas area resident "feel the love" by providing them with a new Lennox HVAC unit and free installation.

"Lennox will be taking nominations from people across the country who want to give a hometown hero the gift of comfort, and we'd like to see that one of those heroes comes from our service area," said Jose Vargas, founder and owner of 5 Star HVAC Contractors, a certified Lennox dealer. "Nominations from this area will be sent to us to help Lennox carefully select a deserving recipient. That person and their family will receive a brand-new heating or cooling system free of charge and at no cost for installation."

The Lennox Feel the Love program, sponsored by the LII Lennox Foundation, donates hundreds of HVAC units deserving homeowners. Dealers from across 45 states in the U.S. and several Canadian provinces work with Lennox to install the units for the winners during the first full residents in Dallas and many



week of October. Nominees can include local unsung heroes facing hard times, neighbors who put others first or who work to make a difference in their communities, veterans, essential and frontline workers who've given so much to keep their communities safe and functioning.

Vargas said while the nomination process is nationwide, anyone in the Dallas greater area nominate a local hero by including 5 Star's business Lennox and C32613 number on nomination form. To suggest community hero, https://5starhvaccontractors. com/ and click on the banner at the top of the page. 5 Star HVAC Contractors serves smaller neighborhoods north

The nomination process ends on Aug. 31, and winners will be finalized in September. In addition to the new unit, the deserving recipients will premium upgrades acclaimed Lennox's Merit Series that includes comprehensive protections through Lennox's Warranty Your Way® coverage.

In 2023, Lennox donated nearly 500 HVAC units during its Feel the Love campaign. Since the campaign's inception in 2009, the program has than 2,700 installed more HVAC systems.

"We want to get the word out about this truly wonderful have so many heroes in the Dallas area—teachers,

responders, first nurses. police, essential workers and community volunteers-who would be worthy of receiving this HVAC system, and we're excited to be able to install it for the winning nominee."

For more information about 5 Star HVAC Contractors. call them at 469-273-1850 or visit their website at https://5starhvaccontractors. com/.

About 5 Star HVAC **Contractors**

5 Star HVAC Contractors full-service conditioning and heating specializing company, servicing, repairing replacing air conditioning and heating systems. 5 Star has an A+ Better Business Bureau rating and serves customers in Rowlett, Garland, Sachse, Wylie, Rockwall, & the surrounding areas with more than 20 years combined experience in HVAC repair and maintenance.



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ACCA receives 2025 Power of Associations Gold Award for A2L Refrigerant Safety Training program

Alexandria, VA – The Air Conditioning Contractors of America (ACCA) has been recognized as a Power of Associations Gold Award winner by the American Society of Association Executives (ASAE) for its successful A2L Refrigerant Safety Training initiative.

ACCA developed its groundbreaking A2L Refrigerant Safety Training program to help the HVACR industry navigate the transition to more environmentally friendly refrigerants that present new safety challenges due to their mildly flammable characteristics.

This pioneering training initiative has equipped more than 8,200 technicians and contractors nationwide with critical safety knowledge and protocols, with remarkable results: 97% of participants report increased confidence in A2L handling, and 94% have adopted new safety measures directly from the program. The training addresses a critical industry need as professionals work with these next-generation refrigerants that require specialized safety expertise.

"Congratulations to the Air Conditioning Contractors of America for exemplifying the impact associations have on the industries and professions they represent, and on society at large," said ASAE President and CEO Michelle Mason, FASAE, CAE. "It's always so incredibly satisfying to see associations going above and beyond their everyday mission to change the world. We're very proud to spotlight this award-winning initiative."

ACCA leadership noted the training program's broader impact on the industry.

"There's a lot we do behind the scenes here at ACCA that we're

proud of, but our A2L Refrigerant Training Program was huge for contractors, the HVACR Industry as well as the consumer," said Barton James, ACCA president and CEO. "Our A2L training is available at no cost for ACCA members and is a testament to our commitment to contractor education and industry leadership. Earning the ASAE Gold Award for this program reflects the value it brings to our members and the HVACR community. We're proud to be recognized for helping contractors stay ahead of regulatory changes and maintain the highest standards of professionalism."

To learn more about ACCA's A2L Refrigerant Safety Training program, visit acca.org/a2ltraining.

For more information about ACCA's A2L Refrigerant Safety Training or ACCA itself, please contact Kate Wessels, ACCA vice president of communications, marketing, and partnerships at kate.wessels@acca.org or 703-824-8864.

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North America's largest event for work trucks runs March 10-13, 2026

Farmington Hills, Mich. — Find the latest commercial vehicles, vocational truck solutions and fleet management best practices at Work Truck Week®, North America's largest work truck event. Work Truck Week 2026 returns to Indiana Convention Center in Indianapolis March 10–13, 2026.

More Than a Trade Show®, Work Truck Week encompasses The Work Truck Show®, Green Truck Summit, NTEA Annual Meeting, Work Truck Week Ride & Drive, educational programs and more. Mark your calendar for Green Truck Summit March 10, educational sessions March 10–12, and Work Truck Show exhibits March 11–13. Sign up to be notified when registration and housing open this fall at worktruckweek.com/wtw26signup.

Produced annually by NTEA – The Work Truck Association, Work Truck Week provides fleet operators, distributors and upfitters, transportation managers and other work truck professionals with unmatched opportunities to explore the latest chassis, truck bodies, and industry innovations; learn about vehicle regulations and fleet sustainability options; and connect with the people and companies they need to succeed. This commercial vehicle

show in 2026 is the best place to see what's new and prepare for the future.

Learn more and hear from work truck professionals about why they attend Work Truck Week at worktruckweek.com/about. Join the conversation in social media with hashtags #WTW26, #WorkTruckWeek, and #GreenTruckSummit.

About NTEA

Established in 1964, NTEA - The Work Truck Association, a 501(c)(6) organization, represents more than 2,100 companies that manufacture, distribute, install, sell, and repair commercial vehicles, 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 Summit. The Association maintains its administrative headquarters in suburban Detroit and government relations offices in Washington, DC, and Ottawa, Ontario, Canada.

Bosch Group Completes Acquisition

Successfully completed: the largest acquisition in the company's history



Stuttgart – The Bosch Group reaches the next milestone in its corporate strategy 2030 and is consistently focusing on growth. The company has successfully completed the largest acquisition in its history. The acquisition of the residential and light commercial heating, ventilation, and air conditioning (HVAC) business from Johnson Controls and the acquisition of the Johnson Controls-Hitachi Air Conditioning joint venture were completed as scheduled on July 31. The contracts were

signed roughly one year ago. The purchase price is 8 billion U.S. dollars (7.4 billion euros) and is subject to customary adjustments.

"With the largest acquisition in our company history, we are accelerating our growth, expanding our global footprint, and balancing our business by strengthening our energy and building technology – this makes Bosch more powerful and robust, in line with our corporate strategy 2030," says Stefan Hartung, chairman of the Bosch board of management.



ASHRAE and UNEP Launch Sustainability Assessment Tools for Refrigeration and Air-Conditioning Plants

Atlanta - ASHRAE and the United Nations Environment Programme (UNEP) OzonAction have released the Assessing RAC Plant Sustainability checklists and guidance sheets. These free, downloadable, easy-to-use tools are designed to help refrigerating and air-conditioning (RAC) plants improve performance, reduce emissions and promote energy-efficient, sustainable operations.

Proper maintenance and operation of RAC plants remain a significant challenge due to increasingly complex systems, evolving technologies, and the introduction of new refrigerants requiring specialized knowledge and handling. The Assessing RAC Plant Sustainability tools provide practical support in addressing these challenges.

"These tools provide practical guidance that connects design intent with operational outcomes," said 2025-26 ASHRAE President Bill McQuade, P.E., CDP, Fellow ASHRAE, LEED AP. "By helping RAC professionals assess and improve sustainability across key performance areas, we're empowering the industry to make data-informed decisions that benefit the environment, their workforce and their bottom line."

Originally designed for field technicians, the tools also offer value to plant managers, equipment suppliers and consulting engineers:

- Plant Managers can assess current operations across eight key dimensions, including refrigerant emissions, energy consumption and preventive maintenance, using the tools to make informed sustainability improvements and reduce operating costs.
- Suppliers can train customers in preventive maintenance strategies that increase equipment life, efficiency, and compliance, while supporting lifecycle cost savings and performance accountability.
- Engineers can incorporate checklists into training documentation, strengthening the connection between design objectives and real-world operations, while closing knowledge gaps among stakeholders.

guidance also includes recommendations for energy-efficient operation, life-cycle investment considerations and key performance indicators to help determine when equipment upgrades are warranted.

This resource is part of a broader portfolio of ASHRAE-UNEP tools developed to promote responsible, efficient cooling practices and support international efforts related to the Montreal Protocol. Explore the full suite of resources through the ASHRAE UNEP Portal.

If your AC is not keeping up, open your doors!

...Your INTERIOR doors that is...

The HVAC system requires air to be blown into a room and for that same air to find its way back to the return air grille (or filter grille). When it does not, many bad things happen.

Many areas of the country have return grilles in almost every room so if the owner closes the bedroom door the air can still flow from the Supply air grille back to the Return grille to the unit. That is not always the case here in the South where Supply grilles allow air to enter the rooms but the return must typically go through the doorway and down the hall to get back to the one or two Return grilles in the home. When that path is interrupted the problems begin. Now the air blows into the room and cannot get back to the return, so the room starts blowing up like a big balloon. This air begins to escape through all the electric sockets, switches, windows, and can lights, all allowing the cool air you paid for to go out of the house or into your attic.

That is only half of the problem... When air escapes on that side of the house, the AC system must make up that air from somewhere. This side of the house begins sucking on the walls, windows, doors, receptacles, bathroom vents, chimneys, and every other place with a path to outdoors. Sucking in huge amounts of air from outdoors but this time it is not the cool, dehumidified air that is blowing out, but now it is hot, dirty, HUMID air from the attic and outdoors being pulled into the house. This is like trying to cool your home with the

windows open, and that does not work well.

By Rick Kincel

Tech Services Mgr.

Coburn Supply Company

Many customers close off bedrooms, laundry room, office doors for many reasons. Privacy, keeping the pets out (or in) or with the mistaken idea that if the door is closed, they will save money not having to cool that area. Don't believe that. And don't believe all of the air can flow under that crack at the bottom of the door... it can't.

Your trusted HVAC contractor can provide solutions for adding several different return air pathway solutions for the rooms you would like to close the doors to. Ask them about some ideas so you can live in your home how you choose.

So, this Summer if your AC is not keeping up on those really hot days... make sure your doors are open. (Interior doors that is)



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ACCA's fall training has something for everyone with returning favorites and fresh new courses

Alexandria, **VA** — The Air Conditioning Contractors of America (ACCA) proudly announces its Fall 2025 training schedule, offering HVACR professionals at every level a wide range of learning opportunities. Contractors can choose from singlesession webinars to intensive multi-week programs, with options designed to fit any schedule. With dozens of live virtual and in-person sessions planned, ACCA is helping contractors strengthen their teams, sharpen their skills, and stay ahead in an evolving industry.

This fall, ACCA is excited to introduce ACCA Leadership, Excellence, Achievement. Development (L.E.A.D.)—a brand-new leadership development program designed specifically for emerging leaders in the **HVACR** industry. 10-week program provides rising stars with the tools, insights, and connections they need to advance into leadership roles. Participants will engage in real-world case studies, peer discussion, coaching that directly ties to day-to-day business operations.

"ACCA L.E.A.D. is a powerful new addition to our training portfolio," said Barton James, ACCA president and CEO. "It's designed to build stronger companies by building stronger leaders, because the future of this industry depends on investing in the next generation."

Also new this season: the ACCA Commercial Sales Training Series. This live virtual series walks contractors through the entire commercial sales process, from targeting the right prospects to crafting compelling proposals and closing deals. For contractors expanding into commercial

work or refining an existing process, this training delivers actionable strategies for measurable success.

Christine Gibson,
ACCA's vice president
of education, product
development, and digital
strategy, says the expanded

fall schedule reflects the association's commitment to listening and responding to the industry.

"We've taken direct feedback from both members and non-member contractors to shape this season's offerings," said Gibson. "Contractors told us they wanted more flexible formats, deeper leadership content, and training that supports the entire team. We heard them and built a lineup that reflects those needs."

In addition to these new training opportunities,

ACCA has returning crowd favorites, including the Design Essentials Series, Manual J®, S®, and D® in a Day, Residential Design for Quality Installation, Practical HVAC, and many more.

All ACCA training programs are built around

real-world challenges facing contractors today, ensuring that what your team learns can be applied immediately in the field and the office.

To view the full schedule and reserve your spot, visit acca.org/events.



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September, You Don't Need a Boardroom, But You Do Need a Board

Fortune 500 companies have something called a Board of Directors. These are experienced business people, often presidents or CEOs of other companies, who offer advice and guidance to help leadership make smart decisions and avoid expensive mistakes.

Now, your business may not have a boardroom or a corner office, but you can still use a group like that. Even if you're the only one on the payroll, you can build an advisory board. It doesn't have to be formal. You don't need a lawyer, a five-page agreement, or matching jackets. You just need smart people who can help you see things clearly when you're too deep in the day-to-day.

What does an advisory board actually do?

In a small business, the board won't run your books

or tell you what to do. That's still your job. But they can offer perspective, hold you accountable, and fill in the gaps in your skill set. Let's be honest. You probably started your business because you were good at something. Maybe you're the best in town at what you do. But that doesn't mean you know everything about running a business. That's where the board comes in.

Who belongs on your board?

There's no one-size-fits-all answer. It depends on what you need, what stage your business is in, and where you're heading. If you're just getting started, you might want people with deep connections or industry knowledge. If you're growing fast, you'll need folks who've been there and can steer you around the potholes.

Take a good look at your weak spots. If you know sales but hate spreadsheets, find someone who can help you think financially. Just be careful about adding people who already make money from your business. Asking your bookkeeper or your marketing agency to join your board might sound convenient, but they're not likely to tell you if it's time to cut ties or change direction.

Also, don't stack the board with your spouse, kids, or best friend. They mean well, but they probably won't call you out when it counts. You need people who'll be honest with you, even when it's uncomfortable.

Set expectations from the start

Before you invite anyone to your board, figure out what you want them to do. Write a basic job description. It doesn't have to be fancy. Just be clear about whether you want help with strategy, hiring, financial planning, or something else.

And no, they don't get to make the final call. This is your business. You're in charge. But if you're asking for their time and input, make sure they know what's expected.

Be clear about the time commitment

Most advisory boards meet four times a year. It could be a lunch meeting, a half-day session, or something longer. It can happen at your shop, a local restaurant, or somewhere neutral. If you're dreaming of a meeting in Maui, make sure you've had a really good year and plan to cover the travel costs.

Do you have to pay them?

Not necessarily. Small

business boards are often unpaid. Many successful entrepreneurs are happy to mentor others. Still, it's good to show some appreciation. Maybe make a donation to their favorite charity. Send a restaurant gift card. Or offer to sit on their board in return. The point is to say thanks in a meaningful way.

What if you're not ready for a board?

If a formal board feels like too much right now, look for a peer group. These are groups of business owners who meet regularly to talk shop. You won't get the same level of focus on your company, but you will have a chance to talk through common problems and share ideas with people who get it.

Bottom line, you may own your business, but that doesn't mean you have to figure everything out by



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.

yourself. A solid advisory board gives you access to people who've already solved the problems you're wrestling with. And that might just be the smartest decision you make this year.



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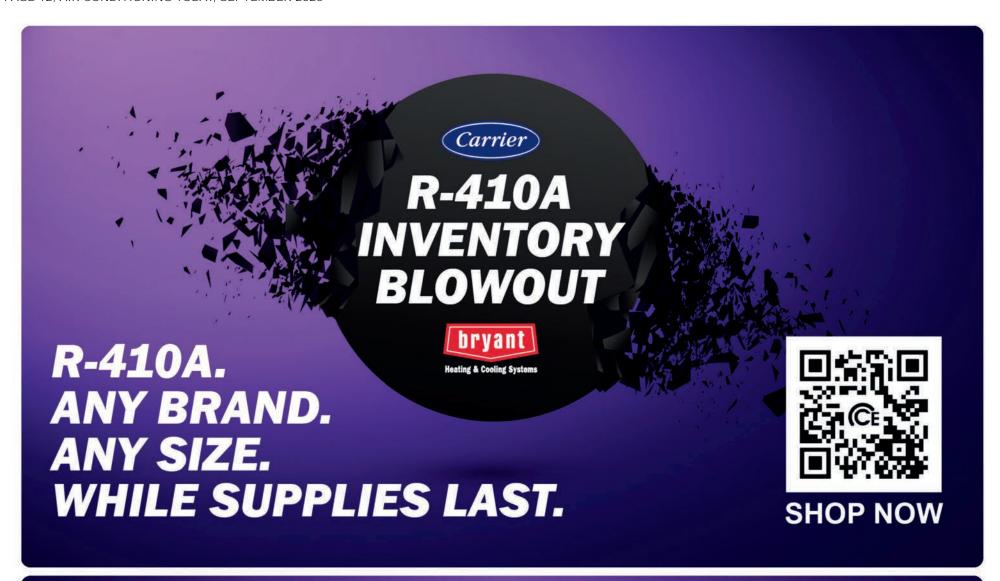
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Cheryl Merchant to be Inducted into the 2025 Class of the Women in Manufacturing Hall of Fame



Taco has announced that Cheryl Merchant, CEO of Taco Family of Companies, has been named as one of 12 outstanding leaders who make up the 2025 class of Women in Manufacturing (WiM) Hall of Fame inductees.

The Women in Manufacturing Hall of Fame was established in 2019 by the Women in Manufacturing Association to honor individuals who have made significant contributions to the manufacturing industry while supporting, promoting, and inspiring other women in the field.

"As we celebrate the 15th anniversary of Women in Manufacturing, we're proud to announce the 2025 class of Hall of Fame inductees," said Allison Grealis, WiM President and Founder. "The outstanding women in this year's class have not only advanced excellence in manufacturing but have also paved the way for future generations through their leadership and dedication to building more inclusive workplaces. Their impact exemplifies the very mission WiM has championed for the past 15 years."

Inductees were nominated by colleagues and industry peers, and selected by a judging panel of WiM Executive Committee Board Members, based on their exceptional contributions to the advancement of women in

manufacturing.

"This recognition is truly an honor," said Merchant. "Throughout my career, I've been committed to empowering women in manufacturing, not only to excel in their roles but to lead the way in shaping our industry's future. At Taco, we believe that diversity of thought, experience, and perspective drives innovation, and I am proud to share this honor with so many inspiring women."

"Cheryl's leadership has been transformative for Taco and the broader manufacturing community," said John Hazen White, Jr., Chairman, Taco Family of Companies. "She leads with vision, integrity, and an unwavering commitment to empowering others. This recognition from Women in Manufacturing is a well-deserved acknowledgment of her dedication to creating opportunities for women and fostering a stronger, more inclusive industry."

Merchant, along with the rest of the 2025 Hall of Fame inductees, will be officially recognized during the 15th annual WiM SUMMIT conference, taking place October 12–14 at McCormick Place in Chicago, IL.

For more information about the Women in Manufacturing Hall of Fame and WiM SUMMIT 2025, visit the WiM website.





Annandale, Minn. — The Malco Group, a leading manufacturer and distributor of high-quality solutions for the HVAC/R and building construction trades based in the Americas, today announced the winners of its 2025 Trade-Pro of the Year Award. The annual program recognizes outstanding trade professionals for their dedication to the industry, commitment to safety and community involvement.

The 2025 program recognized five top HVAC technicians from across the U.S.:

- Edward Lavelle, President, EML Mechanical, Stoneham, Massachusetts
- Glen Mccowen, HVAC installer/ technician, Swift Heating, Los Osos, California
- Tim Hall, Owner, Sentry Heating and Air, Littleton, Colorado
- Tim Wells, Owner, Hometown Heating and Cooling, LLC, Benton Harbor, Michigan
- Alex Ivey, Co-owner, <u>Ivey's Air</u> <u>Condition and Refrigeration LLC</u>, Ocean Springs, Mississippi

"It's always a privilege to celebrate the Trade-Pro of the Year honorees for their dedication to their profession and the communities they serve," said Rebecca Talbot, vice president of marketing at The Malco Group. "These pros exemplify the best in the HVAC field, using their expertise to make a lasting difference through their work and service."

Each winner will receive \$1,000 worth of products from the Malco Group, including top brands like <u>Unilite</u>, <u>C&D Valve</u>, <u>Beckett</u>, <u>ACE Chemical</u> and <u>Malco Tools</u>. The Malco Group looks forward to continuing this program in 2026.

As a strong advocate for careers in skilled trades, Malco donates significant quantities of tools and apparel annually to a variety of educational programs, competitions and events nationwide. These include high school and post-secondary technical programs, apprenticeship contests and SkillsUSA conferences. Malco also runs the "Head of the Class" Student Recognition Program, which partners with education programs to celebrate top students and graduating classes in the HVAC/sheet metal and building construction fields.

For more information, follow The Malco Group on LinkedIn.

Nominations now open for the 2026 ACCA Awards

Alexandria, VA – The Air Conditioning Contractors of America (ACCA) is pleased to announce that nominations for the 2026 awards are now open. These awards celebrate excellence and recognize outstanding achievements in the HVACR industry, with categories ranging from community service to safety and overall excellence.

As the leading organization of quality indoor environment contractors, the ACCA awards program is widely recognized as a celebration of "the best of the best."

Nominations are currently being accepted for the following categories:

- Residential Contractor of the Year
- Commercial Contractor of the Year
- Service Manager of the Year
- Community Leadership Award
- · Spirit of Independence Award
- Marketing Masters Award

For ACCA's 2025 award winners, winning an ACCA award was a transformative experience.

Tom White, founder and president of Accurate Mechanical, Inc., recalled the shock of learning his business had been selected as the 2025 Commercial Contractor of the Year. For someone who had attended ACCA events for 40 years, always thinking awards

like this were "out of our reach," the news was a welcome surprise. White expressed his gratitude, saying: "It's very humbling to us... very appreciative that we've been selected for this award."

ACCA's 2025 Spirit of Independence Award recipient, Ryan Kiscaden, also shared his deep appreciation for his win and the impact the HVACR industry has made in his life.

Kiscaden, author of The Air Came to a Stop — a children's book about the importance of HVACR contractors — said: "I may not turn wrenches, but I can tell the contractor's story. Receiving this award felt like recognition that those stories matter and that telling them well can change perceptions, open minds, and maybe even inspire future careers."

More information about awards and nominations can be found at acca.org/awards.

Nominations for ACCA's awards must be received no later than November 30, via the online nomination form. Recipients will be honored at ACCA 2026, March 15-18, in Las Vegas, NV.

For more information about ACCA's award programs or ACCA itself, please contact Kate Wessels, ACCA vice president of communications, marketing, and partnerships at kate.wessels@acca.org or 703-824-8864.



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It's On My Heart: Business Today

Just listened to a webinar with Ken Goodrich, Ellen Rohr and Tommy Mello. They talked about their early years, how they started their careers, which I had heard before. What interested me in this session was what they looked for in potential new employees. They all said the same thing, people with a good attitude, good emotional intelligence, able to work with all kinds of people and connect emotionally with them.

All of them said they used to value technical experience, but now the social skills are more important. Competition is tougher, the customer has to like, believe and trust you before they spend any money with your company.

So how can we build those relationships and sales in this economy. We can all agree this industry is different this year than any past year, talk of recession (Del Monte going bankrupt, been around since 1840!), customers concerned about jobs, inflation, debt, just life in general.

To start, take a moment and watch Simon Senik's video on YouTube: Start with Why. He shares the Golden Circle which has three parts, Why, How and What. What do you do, how do you do it, and why do you do it. The why is the critical element. What brought you into this business. Some were born into it, many married into it, some inherited a business, a few bought a business in the trades to do something that was not corporate related, to escape the grind of a big company where you may be just a number. Your why should be able to be shared in a one or two minute elevator speech, give them the compelling reasons that you are doing your craft, what did you see that was missing in the industry (or in the neighborhood).

The Service Nation was founded in 2002 by Matt Michel and David Heimer, both had worked at corporate America and Matt specifically in the HVAC industry. Matt had seen that the big HVAC companies were always given a lot of attention by the manufacturers, if you were \$5 million or more back in those days, Trane, Carrier and Lennox were always bringing you training and help with your business, financial/sales/marketing, whatever you needed. No one paid any attention to the person who was just starting out, how to scale and grow past one person in a truck. That was their vision at the start, to help the underserved contractors in the trades, help them build a legacy that could be passed on to future generations or sold if the time was right. We still offer help to companies that are \$250,000/year all the way up to \$350,000,000/year, and yes, we have members at both those levels

So our why was to help contractors improve their business, what we do is stand alongside them and offer training and education in various forms, and how we do that is with group discussions on a weekly basis and a robust coaching program, along with business improvement tools of all kinds. Let me know if you would like more information.

But wait, there's more! Just finished a book: Building A Story Brand by Donald Miller. He gives us some ideas on how to put a message out there that can resonate with consumers today. In that book he lays out a system for crafting a story to share what you do. First element that is different, the customer is the hero, not your company. You and your company are the



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

guide to help them overcome a problem. The hero is in a hole, and your job is to help them out of the hole and return them to a peaceful life. In the HVAC industry the hole may be a system that is 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 \$99/ month, where you can get access to a download center with thousands of pieces of collateral to improve business. We also have a best practices level, to improve financial performance and scale the business, or help owners set up a successful exit strategy, on their timeline.

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

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

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

down, needs to be replaced. In the plumbing industry, the hole may be a water heater that is leaking, toilets that are slow running or overflowing, or septic tank problems.

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The guide gives the hero a plan, and helps them take action to eliminate the problem. Makes sense when you look at yourself as a guide instead of a salesperson. People hire guides to help them along a path they are not familiar with, not sure how to get out of the hole. The guide helps them ovoid failure and assures success.

So my message today is to reframe your company and what you do along the lines of Why, What and How. Then create a story to share with customers on your path, how you found a need in the market and filled it. Be able to share that story in 1 or 2 minutes, make it quick bu compelling. Then spend some time to define the hole the hero is in. Show them your solutions only after establishing the real problem, spoken by them, in their words. It is not your works that count, it is only theirs.

Thanks for listening, we'll talk later.

Weil-McLain Unveils Bold Brand Campaign: "One Brand. Every Application. Only Weil-McLain."

Campaign reinforces leadership in comprehensive hydronic solutions and commitment to future innovations

Burr Ridge, Ill. – Weil-McLain®, manufactured by WM Technologies, LLC, a leading North American designer of hydronic heating systems, is advancing its bold rebranding initiative with the launch of a new brand campaign: "One Brand. Every Application. Only Weil-McLain." This campaign marks the next step in the company's evolution, building on its updated visual identity introduced earlier this year and reinforcing its future-forward commitment to innovation, energy efficiency and system-wide versatility.

With this new campaign, Weil-McLain is underscoring its position as a comprehensive provider of hydronic heating solutions, as well as showing its ongoing dedication to delivering future-forward sustainable innovations. The campaign was designed in response to the challenges today's contractors face – balancing tight timelines, changing regulations and diverse system requirements across residential, commercial and institutional environments. From cast iron boilers and high-efficiency condensing units to hybrid systems with next-generation heat pumps, Weil-McLain delivers unmatched variety, flexibility and performance that contractors need on the job.

"Our brand campaign captures the strengths of who we are today and demonstrates the dedication and commitment to where we're going," said Mike Doorhy, Vice President and General Manager of WM Technologies, LLC. "Weil-McLain is leading the charge in modern hydronics by providing contractor-friendly, sustainable heating solutions for every application."

Rooted in a legacy of quality and reliability, the "One Brand. Every Application." campaign signals more than a refreshed look; it's a renewed promise to the industry. Backed by a robust portfolio of training, technical support and intuitive tools, Weil-McLain is uniquely positioned to help professionals specify, install and maintain the right system quickly, confidently and cost-effectively.

New Website Experience Brings the Brand to Life

As a cornerstone of the campaign, Weil-McLain has also launched an all-new website designed to deliver an intuitive, personalized experience for contractors, engineers, distributors and homeowners. The website reflects the brand's updated visual identity and provides faster, easier access to key tools, technical resources and product information, all presented with modern visuals and clean layouts.

Key enhancements include:

• Mega Menus and Streamlined Navigation:
A simplified interface provides quick, intuitive

access to products, support and training content.

- Expanded Resource Hub: A centralized section features technical documentation, training materials and support tools.
- Enhanced Search: Improved functionality surfaces full-page content and technical materials more efficiently.

With more than 140 years of heating leadership, Weil-McLain continues to evolve while remaining rooted in the trust and performance professionals rely on. The new campaign and digital tools reaffirm the company's long-standing commitment to innovation, accessibility and complete hydronic solutions delivered by one brand, for every application.

Together, the new brand messaging and digital platform demonstrate Weil-McLain's continued investment in product innovation, user experience and the future of hydronic heating.

Explore the refreshed brand and website experience by watching this video and at www. weil-mclain.com/only-wm.





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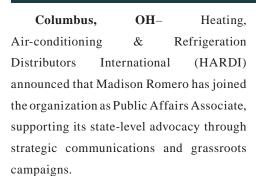
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HARDI

HARDI Welcomes Madison Romero, Public Affairs Associate, as part of Long-Term State Affairs Expansion

MEET OUR NEW
PUBLIC AFFAIRS ASSOCIATE

Madison Romero



In this role, Romero will help HARDI engage a broader and more complex



audience as the association advances policies that affect HVACR distributors and contractor businesses nationwide. She will lead efforts to expand HARDI's external communications, ensuring timely messaging on key policy developments and industry news, while supporting outreach that highlights legislative wins, regulatory updates, and the impact of advocacy initiatives across the HVACR sector.

With a Master's in Public Relations from Syracuse University and a strong background in copywriting and content strategy, Romero brings a passion for public impact and a proven ability to translate complex issues into clear, compelling narratives.

"HARDI members are operating in an environment where state-level decisions are becoming just as influential—if not more so—than federal policy," said Alex Ayers, Vice President of Government Affairs. "Madison's expertise will strengthen HARDI's voice in state capitols and local communities, ensuring the interests of the industry are heard not only by policymakers but also by the organizations and stakeholders that influence them."

As states continue to take control over their policies through increased local rulemaking. An increasing number of topics, such as consumer choice, reporting requirements, overreaching refrigerant

transitions, and more, are consistently at risk of affecting the industry.

At the same time, non-government organizations, trade groups, and advocacy coalitions have become powerful forces in shaping public opinion and policy outcomes. To ensure the HVACR distribution industry's perspective is heard, HARDI is committed to reaching not only policymakers but also contractors, business owners, and other stakeholders whose voices influence state and local debates.

By strengthening its state-level presence and broadening communications, HARDI is equipping members with the representation they need in a policy environment where influence is spread across multiple channels. Romero's addition enhances the association's ability to anticipate policy changes, represent member interests, and provide timely guidance as regulations continue to evolve.



Explore New Features of the 2025 AHRI Leadership Forum

Registration is open for the 2025 AHRI Leadership Forum, to be held November 16-18 at the Hyatt Regency Lost Pines Resort & Spa in Austin, Texas! This year's event has been optimized to offer new features for first-time attendees, while enhancing the existing opportunities to advance industry needs and connect with peers.

New Features for First-Time Attendees

The 2025 Leadership Forum includes several new options for first-time attendees and those who want to become more involved. In addition to the sessions detailed below, this year's event name badges will denote first-time attendees to encourage conversations during networking events.

- *AHRI 101* You and Your Association: Opportunities for Leadership and Partnership: This streamlined, 30-minute session serves as an ideal introduction to the Leadership Forum by explaining all that your trade association does or can do.
- First-Time Attendee/Emerging Association Leaders Cocktail Reception: Immediately following AHRI 101, this offers first-time attendees the chance to expand their AHRI network with key association staff and fellow members.
 - Emerging Leader Sessions: Aimed toward early- and

mid-career professionals, these sessions explore new ways to contribute to the industry and get involved in the association.

Expanded Options for Returning Attendees

Returning participants can look forward to the familiar highlights that make the Leadership Forum invaluable year after year, along with new agenda updates to address the current industry landscape.

- Regulatory Office Hours: AHRI's policy team will host dedicated office hours on Monday and Tuesday to provide the opportunity to drop in, ask questions, and discuss regulatory issues.
- Revamped Product Groups: Back by popular demand, the Leadership Forum will once again feature product group meetings that have been streamlined with a focused agenda to maximize participation and productivity.

Begin planning your trip to the 2025 AHRI Leadership Forum today! Many of these features, and all of our networking events, are outlined in the agenda-at-a-glance. Check out the full agenda for an hour-by-hour breakdown of what to expect in Austin. Click here for information on how to register, and here for details on how to book your accommodation. Contact: Lauren Little.

Continental Industries appoints HVAC RepCo as Representative for Alabama, Arkansas, Colorado, Florida, Louisiana, Mississippi, New Mexico, Oklahoma, Tennessee & Texas

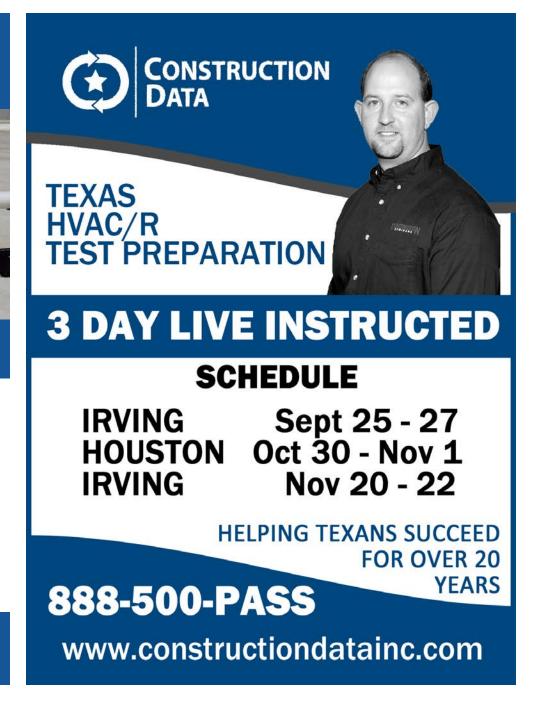
Elkhart, IN – Continental Industries has appointed HVAC RepCo to represent the Continental GRD and AirJet B-vent product lines in Alabama, Arkansas, Colorado, Florida, Louisiana, Mississippi, New Mexico, Oklahoma, Tennessee, and Texas.

"We are excited about the opportunity to now represent the industry leading made-in-the USA grilles, registers, diffusers, chimney and B-vent products from Continental Industries," says Tom McCrory, president of HVAC RepCo. Distributors already appreciate the quality of Continental's American-made products, and I am confident they will appreciate the high-level of support they will receive from the HVAC RepCo team."

"We are looking forward to the opportunity to work with HVAC RepCo," says Continental's VP of Sales, Doug Gaugler. "Their positive attitude is contagious. They have a great deal of experience with GRD and B-vent products, and already have the confidence of Continental customers in their coverage area."









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Century AC Suppply Customer Appreciation Day

Century AC Supply held a Customer Appreciation Day at their Conroe TX branch on Friday August 8th. The event had a great customer turnout with vendors from Nu-Calgon and Global in attendance.



Pictures courtesy of Century AC Supply.

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call or text phone numbers listed

Product News

Johnson Controls launches PENN System 550 C550A control modules to provide functional replacements for System 350

- C550ACN relay control modules and C550AQN analog control modules are functional replacements for legacy System 350.
 - A guided setup allows users to easily configure the new module to match the one being replaced.
- Cloud connectivity provides two-way communication between System 550 control modules to provide alerts and warnings of potential system related issues and to facilitate troubleshooting.

Milwaukee — Johnson Controls (NYSE: JCI), the global leader for smart, healthy sustainable buildings, today announced the launch of new PENN® System 550 C550A web-enabled control modules designed to streamline the transition from analog to digital temperature, humidity pressure sensing within commercial HVAC-R equipment. System 550 C550A is an easy-toconfigure functional replacement for legacy System 350.

PENN System 550 C550A control modules support one temperature, humidity or pressure sensor input and serve as functional replacements for System 350 A350 (temperature), P352 (pressure) and W351 (humidity) control modules, which were recently discontinued.

C550A control modules feature a guided setup that allows users to easily configure the device to match the System 350 control module being replaced.

"We've designed the new C550A control modules to retain the popular legacy System 350 qualities, while facilitating ease of replacement with a guided setup," said Keith Gifford, senior global product manager, Johnson Controls. "All System 550 control modules include the option to connect to Johnson Controls System Cloud platform, which is a significant benefit, especially when there's high risk associated with equipment downtime."

All C550 control modules (C550C and C550A series) provide two-way remote connectivity with an annual subscription to the Johnson

Controls optional Controls System Cloud. On-board Wi-Fi connectivity allows authorized users to remotely monitor HVAC-R system health via the PENN Controls System Cloud. Backed by Johnson Controls service expertise, when an issue is detected, cloud-based connectivity automatically notify a technician via email or text to help expedite service and maximize uptime. This capability is amplified by Johnson Controls field leadership, anchored by a global network of service technicians with deep technical knowledge in building

A full-character, LCD display screen enhances ease-of-use and offers customized sensor and output naming to simplify maintenance and serviceability.

C550A control modules come in

two output types:

- The C550ACN control module features two relay outputs and is a functional replacement for System 350 control modules with a relay output (e.g., A350A, A350B, A350E, P352A and W351A series). C550SCN relay expansion and C550SQN analog expansion modules can be added to the C550ACN control module, providing up to ten outputs (relay and analog).
- The C550AQN control module features two analog outputs and is a functional replacement for System 350 control modules with an analog output (e.g., A350P, P352P and W351P). If more than two analog outputs are needed, customers will need to use the C550CQN series analog control module.

System 550 modules are not backwards compatible with System

350 modules. All System 350 modules must be replaced with the required System 550 module. By transitioning to new C550A control modules, OEMs can increase sensing outputs, including A2L refrigerant leak detection, using fewer modules than legacy systems have typically allowed. This can result in cost reductions and space savings within equipment designs. The C550A supports hundreds of applications, with the most popular being heating and/or cooling control, staged boiler or chiller control, boiler and chiller loop water temperature rest control, humidification and dehumidification control and combination temperature and humidity control.

To learn more, visit: https://www. penncontrols.com/products/fieldand-cold-room-controllers/modularelectronic-controls/system-550



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Insco Distributing Liberty Hill Welcome Event

Insco Distributing held a Welcome Event to celebrate the opening of their newest store in Liberty Hill TX on Wednesday August 20th. The event had vendors from stocking companies, Insco leadership and employees, as well as an employee prepared lunch for the contractors. Insco's newest store is located at 118 Holmes Road, Liberty Hill, TX 78642.







































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Product News

Bryant® Celebrates Crystal Dennison as a True Hero for Transforming Student Nutrition in Nanaimo



Nanaimo, BC – Bryant Heating & Cooling Systems is proud to announce that Crystal Dennison, Executive Director of the Nanaimo Ladysmith Schools Foundation, has been named a recipient of the prestigious Bryant True Heroes Award. This international recognition honors individuals who go above and beyond to make a meaningful impact in their communities through selfless dedication and compassion. Bryant is a part of Carrier Global Corporation (NYSE: CARR), global leader in intelligent climate and energy solutions.

Crystal Dennison exemplifies the spirit of a Bryant True Hero. As the visionary behind the Food4Schools program, she has built a vital initiative from the ground up—one that now delivers over 2,100 meals daily to students across the Nanaimo-Ladysmith school district. Her tireless efforts ensure that no child goes hungry during the school day, helping students arrive nourished, focused, and ready to thrive.

"Crystal's dedication to the community is unmatched," said Malcolm Rush of Norm's Plumbing, Heating, and Air Conditioning, who nominated her for the award. "Her compassion and commitment have made a tangible difference in the lives of thousands of families, creating a brighter and healthier future for the next generation. Thank you for being the hero our community needs—and deserves."

Crystal's leadership extends beyond her district. She actively collaborates with other school districts, sharing her expertise to help build a broader network of support for student nutrition across the region. Her work not only addresses immediate needs but also lays the foundation for long-term, systemic change.

The award presentation was made even more special with the support of:

- Superintendent Robyn Gray of Nanaimo Ladysmith Public Schools.
- The Breakfast Clubs of Canada for their national impact on school meal programs.
- The entire Nanaimo Ladysmith School District for their partnership and commitment to student well-being.

For more information about Bryant, visit https://www.bryant.com.



Carrier Launches Opti-V: A New Era of High-Efficiency Heat Pump Solutions for Residential and Light Commercial Applications

Indianapolis, IN – Carrier is proud to announce the launch of its newly branded Opti-V system, a next-generation variable refrigerant flow heat pump solution designed to deliver exceptional efficiency, zoning flexibility, and near quiet performance for residential and light commercial applications. Offered under both the Carrier and Toshiba Carrier brands, the Opti-V system reinforces the company's commitment to innovation, sustainability, and customer-focused design. Carrier is a part of Carrier Global Corporation (NYSE: CARR), global leader in intelligent climate and energy solutions.

The Carrier Opti-V system supports up to nine indoor units with a single outdoor unit, offering precise temperature control and energy savings. With SEER2 ratings up to 29.7 and HSPF2 up to 12.2, it delivers reliable heating in temperatures as low as -22°F and cooling in conditions up to 122°F. Its compact footprint and extended piping lengths—up to 984 feet—make it ideal for zero-lot-line applications and complex installations. Sound levels as low as 31 dB(A) for indoor units and 56 dB(A) for outdoor units ensure near quiet operation across all environments.

The system is compatible with Puron



Advance™ refrigerant and qualifies for Energy Star® and IRA tax credits on select models, making it a sustainable choice for modern building needs. With a wide range of capacities and configurations—including high wall, ducted, and cassette options—Opti-V offers unmatched flexibility for dealers and contractors.

"Opti-V represents the next evolution in Carrier's heat pump portfolio," said Paul Rebelo, Managing Director of Ductless and VRF at Carrier. "We've taken the best of what our customers loved about the variable refrigerant flow technology and elevated it under both Carrier and Toshiba Carrier brands—delivering a solution that's smarter, quieter, and more adaptable to the demands of today's homes and businesses."

To support project design and quoting, Carrier also introduces VPro, a web-based selection software that simplifies system sizing and reporting, helping streamline the entire process for professionals.

Opti-V systems come with a 10-year limited parts and compressor warranty upon timely registration, offering peace of mind and long-term value.

Malco Tools Announces Release of New Line of Duct Board Cutting Tools

<u>Precise, durable and easy-to-use tools designed for HVAC</u>
<u>trade professionals</u>

Annandale, Minn.— Malco Tools, one of the nation's leading solution developers and manufacturers of high-quality tools for the HVACR and building construction trades, has announced its new line of Duct Board Cutting Tools.

Designed for HVAC professionals doing fiber glass duct board fabrication, these tools are easy to handle, intuitive to use, and built to deliver fast and simple v-groove and clean edge cuts while maintaining the top-quality results professionals rely on to do the job right.

Malco's Duct Board Tools are available in V-Cut and Cut-Off models with 1", 1.5" and 2" blades. These upgraded tools offer high

grade heat-treated stainless-steel blades, which are corrosion-resistant and have superior edge retention. Additionally, the heavy-duty steel sled frame features a thicker base for prolonged durability. Replacement blades are also available.

"The Malco team specifically designs our all tools to make the trade pro's job more efficient," said Rebecca Talbot, vice president of marketing at The Malco Group. "These Duct Board Tools are a fantastic addition to our offerings for HVAC technicians who work with duct board day in and day out."

Visit Malco's website to learn more about the Duct Board Cutting Tool line.



Product News

Copeland Unveils YAW and YAV Compressor Platforms to Enable the Electrification of Heating for Commercial and Residential Applications

Leading electrification efforts with innovation and new products that help accelerate sustainable heat pump adoption

St. Louis Copeland, a provider of sustainable climate solutions, is launching two compressor platforms, enabling electrification across a wide range commercial and residential heating applications. Copeland's and YAV variable-speed compressor platforms help heat manufacturers overcome heating capacity challenges in cold climate applications down to -25 °F, supporting the acceleration of sustainable heat pump adoption.

Electrification of space and water heating in residential and commercial buildings has become a key goal of global decarbonization efforts, with recent data estimating that buildings contribute up to 34 percent of global CO2 emissions. Because of their high efficiencies and low carbon intensities, heat pumps have been identified as some of the most viable technologies for replacing or supplementing gas-powered furnaces and boilers.

For several years, heat pump adoption rates have been rising, driven by federal efficiency standards, state mandates to phase down fossil fuels, and homeowner desires to reduce their electricity costs and carbon footprints. Multiple states throughout the U.S. are increasing efforts to electrify and decarbonize, and many local utilities and heat pump manufacturers also offer rebates and incentives to help offset the costs of heat pump adoption. Recent data from the Air-Conditioning, Heating, and Refrigeration Institute (AHRI) states that Americans bought 21 percent more heat pumps in 2023 than fossilfuel gas furnaces.

A current challenge with heat pumps is their reliance on backup heating systems as a supplement in cold climates, which can add costs and complexities to system designs. The Copeland YAW and YAV variable-speed scroll compressor platforms are engineered to deliver the heating capacities and efficiencies required to meet the U.S. Department of Energy's (DOE) strict cold climate heat pump (CCHP) standard, which calls on original equipment manufacturers (OEMs) and researchers to partner, develop and commercialize the next generation of CCHPs.

"Copeland is a global leader in helping the residential, commercial and industrial sectors advance heat pump adoption and drive the electrification of HVAC and water heating technologies. Through partnerships with leading OEMs, grants from the DOE, and significant investments in research and development, Copeland is playing an integral role in the development of the next generation of heat pump technologies," said Mark Bills, vice president and general manager of commercial HVAC at Copeland. "In doing so, we can help OEMs not only meet the DOE's CCHP technology challenges, but also define the future of sustainable, reliable and economically viable space and water heating technologies."

Copeland's new YAV variable-speed scroll compressor platform extends heat pump capacity ranges to help maintain comfort in ambient temperatures as low as -25 F for residential and commercial applications. In part-load conditions, YAV

variable-speed scroll compressors modulate to match lower-capacity requirements, avoiding costly stops and starts, which can consume excess energy. In cold climate scenarios, these compressors can overspeed to produce much needed heating capacity. The results of their improved capacity ratio are increased year-round efficiencies in part-load conditions and enhanced comfort in cold climates.

Available in tonnage ranges for both residential and commercial applications, the YAW platform features a multitude of innovations, including scroll enhancements for lower-global warming potential (GWP) A2L refrigerant optimization, a new scroll design to improve heating and cooling efficiencies, and an injection port on the compressor for an enhanced vapor injection (EVI) loop. Its design enables OEMs to precisely inject vapor during the compression cycle while providing subcooling to the refrigerant before entering the evaporator. This can increase heating capacity up to 25 percent and heating efficiency up to 10 percent — which expands heat pump operation in low ambient conditions. This breakthrough will enable OEMs to accelerate the electrification and decarbonization of space and water heating in North America by developing superior performance for residential and commercial heat pumps and water heaters.

Learn more about Copeland's sustainable solutions and heating electrification efforts at Copeland.com.



Industry-Leading MagicPak® M-Series MGE9 with FreezeShieldTM for U.S and Canada



West Columbia, SC - Allied Air Enterprises, a leading HVAC equipment manufacturer, proudly introduces a groundbreaking addition to the MagicPak All-in-One® M-SeriesTM, the MGE9. This Series features both patented and patent-pending innovations,

including the exclusive new FreezeShieldTM system, and delivers 95% AFUE with exceptional reliability across all conditions. The minimum expectation is meeting or exceeding building codes across the U.S. and Canada, and the M-Series MGE9 delivers that and more.

Ideal for multifamily and elderly care developments, the MagicPak M-Series MGE9 gas heating/electric cooling unit and through-the-wall application eliminates bulky outdoor equipment, maximizes usable square footage, and streamlines installation process and workflow. MagicPak® enables greater flexibility in architectural design and faster project completion.

"We're proud to launch the MagicPak® M-SeriesTM MGE9." said Angela Chapoy, General Manager at Allied Air. "We launched MagicPak in 1964 in

Cleveland, Ohio, and created the ducted solution for the All-in-One category. Since then, we've led and grown this space through great products and partnerships, and I'm excited to bring this new M-Series unit to the market, particularly for our northern US and Canadian customers where 95% AFUE is desired."

The M-Series MGE9 features:

- FreezeShieldTM technology is engineered for reliability in extreme conditions. This exclusive system features a sealed burner box, a patented heated condensate trap, and a patent-pending telescoping vent pipe working together to prevent damaging ice formations that can lead to unit failure and costly emergency service calls.
- A high-efficiency 95% AFUE system, featuring a constant torque ECM blower motor and two-stage

heating that adapts to demand: keeping residents cozy without the energy waste.

- Through-the-Wall System installs in half the time and gives architects design freedom, it opens up an extra 5,400 sq. f.t of property space. It eliminates bulky outdoor equipment for sleek exteriors, offset floors and sloped roofs.
- Saves 500 project hours* and up to \$280k* on project installed costs.
- Eliminates 6,000 linear feet (more than a mile) of line sets*
- Boosts property rental values by 6%-8% (\$15,000/month).*
- Fast, Easy Install arrives fully charged to install in half the time of a split system.
- Requires fewer specialized trades and cuts weeks from construction schedule timelines for faster occupancy.

- Direct factory support and warranty service.
- Developers and architects can schedule a demo of our Total Cost of Ownership tool to see how MagicPak reduces overall project costs compared to traditional split systems.

*versus traditional split systems on average 3-story 150-unit project. Line sets based on an average 40' line set length per unit.

Introduced in 1964 with hundreds of thousands of units installed, MagicPak, as the original innovator for all-in-one HVAC solutions, features the M-Series as a gold standard in the industry for multifamily construction. For more information visit www. magicpak.com and for Allied Air Enterprises' complete line of heating and cooling solutions, please visit www.alliedair.com

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HARDI

HARDI Distributors Report 6.9% Revenue Increase in June

Columbus, OH—Heating, Air-conditioning & Refrigeration Distributors International (HARDI) released its monthly TRENDS report, showing sales by HARDI distributors increased by 6.9% during June 2025.

The annual sales growth for the 12 months through June 2025 is an increase of 4.3%.



Source: HARDI and CoMetrics

"Nearly 7% sales growth against a month when cooling degree days were well above normal in six of our seven regions last June looks great, but that's not apples-to-apples," said Brian Loftus, Macroeconomic and Residential Market Analyst at HARDI. "June 2025 had one more billing day than June of 2024. We estimate the sales growth was closer to 1.8% with the same number of billing days."

The monthly sales survey also calculates distributor's Days Sales Outstanding which is a measure of how quickly customers pay their bills. "The DSO for June was tracking at 39 days from 2021 through 2023. It was trimmed by a day in June of 2024 and has been trimmed by another day during June of 2025 to less than 37 days" said Loftus.

The annual sales growth of HARDI distributors has been near 4% during the past three months while the producer price index for the industry has been moving towards that level. "If the price increases are passed through, then there is not much real sales growth so far this year," said Loftus. "Modest sales growth during 2025 would be consistent with the sticky inflation and interest rates, the weak consumer confidence, housing and employment reports."

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.



Carrier Enables 2-Week Delivery for R-454B Refrigerant Orders with No Quantity or Bundling Limitations

Indianapolis, IN – Carrier has announced that it is now fulfilling R-454B refrigerant orders within two weeks from time of order, offering unmatched speed and flexibility to its customers across the HVAC industry. Carrier is a part of Carrier Global Corporation (NYSE: CARR), global leader in intelligent climate and energy solutions.

This capability is the result of strategic efforts to secure refrigerant, cylinders, and down packing capacity. Customers can place orders with no minimum quantity, no maximum quantity*, and no bundling requirements with other refrigerants—ensuring full control over inventory planning and responsiveness.

"We're committed to putting our customers first and taking innovative approaches to help ensure they get the products they need, when they need them," said Kim Autry, Director of Strategy, Replacement Components at Carrier. "Delivering R-454B with speed and flexibility is just one example of how we're making that happen."

These enhancements reflect Carrier's ongoing dedication to delivering reliable, timely, and cost-stable solutions to its customers during a critical industry transition.

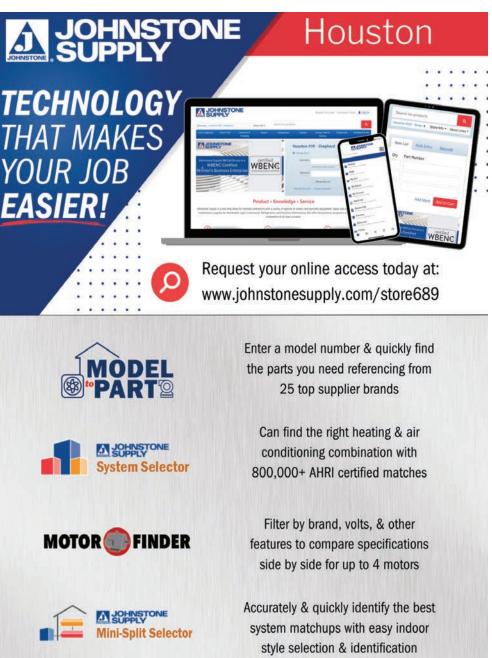
For more information about Carrier solutions, visit www.carrier.com/residential/en/us/. *Orders exceeding 5,000 units may require additional lead time.

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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.

ASHRAE Announces 2025-2026 Society Scholarship Recipients

Awarding 40 scholarships, totaling \$218,500 for the 2025-2026 academic year

Atlanta – ASHRAE has announced the recipients of 40 Society scholarships, totaling \$218,500, for the 2025-26 academic year.

"Supporting the next generation of engineers is one of the most impactful ways ASHRAE can help build a more sustainable future," said 2025-26 ASHRAE President Bill McQuade, P.E., CDP, Fellow ASHRAE, LEED AP. "These scholarships recognize academic excellence and a commitment to the advancement of the built environment. We are proud to invest in the students who will lead the transformation of our industry."

The following award provides a \$12,500 scholarship:

ASHRAE Presidents Scholarship (Awarded over 2 years) Lona Le, sustainable energy engineering and physics, Simon Fraser University, is the recipient of the ASHRAE Presidents Scholarship, which recognizes a student enrolled in an undergraduate Bachelor of Science engineering curriculum in preparation for a profession in HVAC or refrigeration.

The following awards provide a \$10,000 scholarship: Gordon V. R. Holness Engineering Scholarship

Sadia Ashraf, mechanical engineering, University of Houston, is the recipient of the Gordon V. R. Holness Engineering Scholarship, named in honor of ASHRAE Presidential Member Gordon V.R. Holness, P.E., Fellow ASHRAE, Life Member, who served as the Society's president in 2009-10.

$Gordon\,V.\,R.\,Holness\,Engineering\,Technology\,Scholarship$

Debora Bartosova, HVAC engineering technology, State University of New York, Canton, is the recipient of the Gordon V.R. Holness Engineering Technology Scholarship, named in honor of ASHRAE Presidential Member Holness, P.E., Fellow ASHRAE, Life Member.

Reuben Trane Scholarship (Awarded over 2 years)

José Collante, mechanical engineering, Universidad del Norte; Jackson Kamm, electrical engineering and computer science, University of Toledo; and *Benjamin Taylor*, mechanical engineering, Utah State University, are recipients of the Reuben Trane Scholarship, which was established by the Trane Co. in memory of its founder, an innovative engineer, inventor and business executive who held 28 patents.

Willis H. Carrier Scholarship

Ryan Ray, architectural engineering, Kansas State University, and Paul Odewale, electrical and electronics engineering, Federal University of Technology, Akure, are the recipients of the Willis H. Carrier Scholarship, established by the Carrier Corp. in memory of its founder, who installed the world's first scientifically designed air-conditioning system.

The following award provides a \$7,000 scholarship:

Charles E. Henck Scholarship

Sophie Hawkins, mechanical engineering, Oklahoma State University, is the recipient of the Charles E. Henck Scholarship, which recognizes students within the geographical area of ASHRAE Region III (Delaware, Maryland, Pennsylvania, Virginia, Washington, DC).

The following awards provides \$5,000 scholarships:

Engineering Technology Scholarship

Seth Reiffer, HVACR technology, Ferris State University, is the recipient of the Engineering Technology Scholarship, which recognizes students pursuing either a bachelor's or associate degree in a course of study traditionally preparatory for the HVAC&R profession.

Lynn G. Bellenger Engineering Scholarship

Jasleen Sandhu, sustainable energy engineering, Simon Fraser University, is the recipient of the Lynn G. Bellenger Engineering Scholarship, which recognizes female undergraduate engineering students and is named in memory of the Society's first female president (2010-11).

Frank M. Coda Scholarship

Aveena Rawal, mechanical engineering, Purdue University, is the recipient of the Frank M. Coda Scholarship, created in memory of ASHRAE's former executive vice president, who served from 1981–2004.

Alwin B. Newton Scholarship

Hannah McCormick, architectural engineering, Kansas State University, is the recipient of the Alwin B. Newton Scholarship, named for an industry pioneer and ASHRAE Fellow who was granted 219 patents.

Duane Hanson Scholarship

William Karels, mechanical engineering, South Dakota State University, is the recipient of the Duane Hanson Scholarship, established by Gayner Engineers and named for the company's former president.

Prem Jain Scholarship

Hee Zhan Hao, mechanical engineering, Universiti Malaya, is the recipient of the Prem Jain Scholarship, created by Dr. Prem Jain, Life Member of ASHRAE, founder of ASHRAE's India Chapter-at-Large and ISHRAE.

Legacy Scholarship

Akhil Pillai, mechanical engineering, Sardar Patel College of Engineering, is the recipient of the Legacy Scholarship, which recognizes engineering or pre-engineering students pursuing a Bachelor of Science or Engineering degree in HVAC&R-related fields.

General Scholarship

Renato Carreon, mechanical engineering, University of Minnesota, and *Cole Ashton*, mechanical engineering (minoring in math), Utah State University, are the recipients of a General Scholarship.

William P. Chapman Scholarship

Luna Marouf, mechanical engineering, York University, is the recipient of the William P. Chapman Scholarship. Chapman served as Society president from 1976-1977.

David C. J. Peters Scholarship

Angel Luna, architectural engineering, Texas A&M University, is the recipient of the David C. J. Peters Scholarship, created by Southland Industries to honor Peters, an advocate for recruiting quality.

Rusty & Debbie Hoffman Family Scholarship

Kasen Holt, mechanical engineering (minoring in applied mathematics and humanitarian engineering), Lipscomb University, and Saher Anjum, mechanical engineering, Capital University of Science & Technology, Islamabad, are the recipients of the Rusty & Debbie Hoffman Family Scholarship, which recognizes undergraduate students pursuing degrees in engineering and architecture.

Donald Brady Scholarship

Megan Bechtold, mechanical engineering, North Carolina State University, is the recipient of the Donald Brady Scholarship, which recognizes students pursuing an undergraduate mechanical or architectural engineering degree at select North Carolina universities.

ASHRAE Region IV Benny Bootle Scholarship

Athena Shier, mechanical engineering, University of South Carolina, is the recipient of the ASHRAE Region IV Benny Bootle Scholarship, named for a former Region IV chair and ASHRAE Board member.

James R. Bullock, Jr. Scholarship

Veronica Matar, architectural engineering, Tennessee State University, is the recipient of the James R. Bullock, Jr. Scholarship, named in memory of Bullock, P.E., Life Member and former president of Environmental Air Systems Inc.

Freshman Engineering Scholarship

Logan Thuemmel, HVACR technology, Ferris State University, is the recipient of the Freshman Engineering Scholarship.

The following awards provides \$3,000 scholarships:

Donald E. Nichols Scholarship

John Beach, mechanical engineering, Tennessee Technological University, is the recipient of the Donald E. Nichols Scholarship, named for a former ASHRAE vice president.

ASHRAE Houston Chapter RO Hunton Scholarship

Mark McCulloch, architectural engineering, Texas A&M University, is the recipient of the ASHRAE Houston Chapter RO Hunton Scholarship.

Region III Setty Family Foundation Scholarship

Anthony Montagna, mechanical engineering, Pennsylvania State University, Behrend, is the recipient of the ASHRAE Region III Setty Family Foundation Scholarship.

Region VIII Scholarship

Brayden McCauley, mechanical engineering, University of Arkansas, is the recipient of the ASHRAE Region VIII Scholarship.

Minnesota Chapter Peter Potvin Scholarship

Niftalem Kassa, computer science, Minnesota State University, Mankato, is the recipient of the Minnesota Chapter Peter Potvin Scholarship.

Central New York Chapter King-Traugott Scholarship

Matthew Maniglia, mechanical engineering, University of Cincinnati, and Owen Daulton, applied physics (concentration in mechanical engineering), Loyola Marymount University, are the recipients of the Central New York Chapter King-Traugott Scholarship.

Ottawa Chapter Scholarship

Charles McEwen, engineering, Queen's University, is the recipient of the Ottawa Valley Chapter Scholarship, recognizing students within Canada's National Capital Region.

J. Richard Mehalick Scholarship

James Wolff, mechanical engineering, University of Pittsburgh at Johnstown, is the recipient of the J. Richard Mehalick Scholarship.

High School Senior Scholarship

Jamie Jaurigue, mechanical engineering, California State University, Fresno; Noelle Kim, mechanical engineering, California Institute of Technology; Norah Zlotnik, architectural engineering, California Polytechnic State University; and Audrey Hemrick, mechanical engineering, University of Cincinnati, are recipients of the High School Senior Scholarship, which recognizes students entering engineering programs.

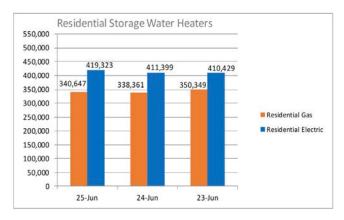
Applications are now being accepted for the 2026-27 undergraduate engineering, technology, regional/chapter and university-specific scholarships. The application deadline is December 1, 2025.

For more information on ASHRAE scholarships, eligibility requirements, and application materials, visit ashrae.org/scholarships or contact scholarships@ashrae.org.

AHRI Releases June 2025 U.S. Heating and Cooling Equipment Shipment Data

Residential Storage Water Heaters

U.S. shipments of residential gas storage water heaters for June 2025 changed +0.7 percent, to 340,647 units, compared to 338,361 units shipped in June 2024. Residential electric storage water heater shipments changed +1.9 percent in June 2025 to 419,323 units, compared to 411,399 units shipped in June 2024.

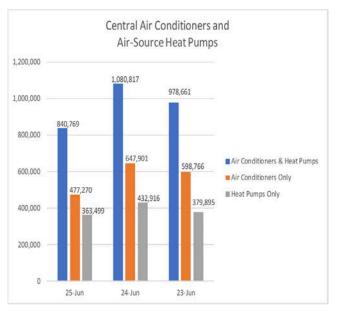


Year-to-date U.S. shipments of residential gas storage water heaters changed +1.1 percent, to 2,233,304, compared to 2,210,066 shipped during that same period in 2024. Residential electric storage water heater shipments changed -0.6 percent year-to-date, to 2,634,037 units, compared to 2,649,078 shipped during the same period in 2024.

Year-to-Date				
	Jun 25 YTD	Jun 24 YTD	% CHG. (From 2024-2025)	Jun 23 YTD
Residential Storage Gas	2,233,304	2,210,066	+1.1	2,229,320
Residential Storage Electric	2,634,037	2,649,078	-0.6	2,494,677

Central Air Conditioners and Air-Source Heat Pumps

U.S. shipments of central air conditioners and air-source heat pumps totaled 840,769 units in June 2025, changed -22.2 percent compared to 1,080,817 units shipped in June 2024. U.S. shipments of air conditioners changed -26.3 percent, to 477,270 units, compared to 647,901 units shipped in June 2024. U.S. shipments of air-source heat pumps changed -16.0 percent, to 363,499 units, compared to 432,916 shipped in June 2024.



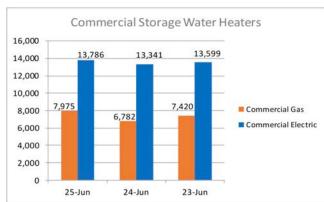
Year-to-date combined shipments of central air conditioners and air-source heat pumps changed -3.0 percent, to 4,577,141, compared to 4,716,531 units shipped during the same period in 2024. Year-to-date shipments of central air conditioners changed -8.1 percent, to 2,500,254 units, compared to 2,719,361 units shipped during the same period in 2024. The year-to-date total for heat pump shipments changed +4.0 percent, to 2,076,887, compared to 1,997,170 units shipped during the same period in 2024.

Year-to-Date				
	Jun 25 YTD	Jun 24 YTD	% CHG. (From 2024-2025)	Jun 23 YTD
Air Conditioners & Heat Pumps Combined Total	4,577,141	4,716,531	-3.0	4,735,684
Air Conditioners Only	2,500,254	2,719,361	-8.1	2,712,457
Heat Pumps Only	2,076,887	1,997,170	+4.0	2,023,227

Commercial Storage Water Heaters

Commercial gas storage water heater shipments changed +17.6 percent in June 2025, to 7,975

units, compared to 6,782 units shipped in June 2024. Commercial electric storage water heater shipments changed +3.3 percent in June 2025, to 13,786, compared to 13,341 units shipped in June 2024.

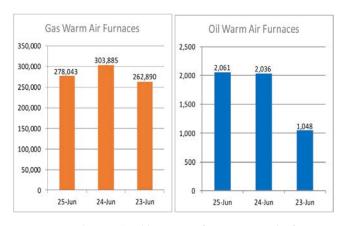


Year-to-date U.S. shipments of commercial gas storage water heaters changed -0.2 percent, to 46,706 units, compared to 46,781 units shipped during the same period in 2024. Year-to-date commercial electric storage water heater shipments changed +3.7 percent, to 87,050 units, compared to 83,938 units shipped during the same period in 2024.

Year-to-Date		-		
	Jun 25 YTD	Jun 24 YTD	% CHG. (From 2024-2025)	Jun 23 YTD
Commercial Storage Gas	46,706	46,781	-0.2	45,748
Commercial Storage Electric	87,050	83,938	+3.7	75,063

Warm Air Furnaces

U.S. shipments of gas warm air furnaces for June 2025 changed -8.5 percent, to 278,043 units, compared to 303,885 units shipped in June 2024. Oil warm air furnace shipments changed +1.2 percent, to 2,061 units in June 2025, compared to 2,036 units shipped in June 2024.



Year-to-date U.S. shipments of gas warm air furnaces changed +13.1 percent, to 1,655,417 units, compared to 1,463,237 units shipped during the same period in 2024. Year-to-date U.S. shipments of oil warm air furnaces changed +10.6 percent, to 13,527 units, compared to 12,230 units shipped during the same period in 2024.

Year-to-Date				
	Jun 25 YTD	Jun 24 YTD	% CHG. (From 2024-2025)	Jun 23 YTD
Gas Warm Air Furnaces	1,655,417	1,463,237	+13.1	1,517,798
Oil Warm Air Furnaces	13,527	12,230	+10.6	7,907

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

	Mor	nth		YTD				
Size Description (000) BTUH	2025 Total	% Change from 2024	2023 Total	Size Description (000) BTUH	2025 Total	% Change from 2024	2023 Total	
Under 16.5	36,264	-9.0	37,357	Under 16.5	205,239	+17.2	176,283	
16.5-21.9	61,691	-48.8	113,267	16.5-21.9	394,646	-27.6	591,274	
22-26.9	163,225	-30.1	189,687	22-26.9	929,861	-7.3	935,151	
27-32.9	106,965	-35.3	149,577	27-32.9	680,323	-7.1	729,781	
33-38.9	183,354	-15.0	196,203	33-38.9	978,402	+5.7	940,328	
39-43.9	70,794	-9.8	75,971	39-43.9	340,145	+6.3	320,356	
44-53.9	105,768	-4.0	106,873	44-53.9	497,753	+5.5	502,064	
54-64.9	83,042	-4.7	81,749	54-64.9	416,450	+9.1	403,781	
65-96.9	9,387	-2.0	9,996	65-96.9	46,451	-13.4	52,403	
97-134.9	8,261	-6.9	8,356	97-134.9	35,902	-21.3	38,303	
135-184.9	5,677	4.5	5,078	135-184.9	25,298	-14.7	24,134	
185-249.9	2,947	+20.0	1,842	185-249.9	12,010	-11.7	8,690	
250-319.9	1,852	4.3	1,479	250-319.9	7,577	-26.1	6,700	
320-379.9	405	+11.3	321	320-379.9	1,834	-18.6	1,496	
380-539.9	488	+30.1	380	380-539.9	1,956	-16.4	1,753	
540-639.9	295	-5.1	220	540-639.9	1,439	-17.2	1,347	
640-799.9	153	+7.7	114	640 & Over	647	-17.8	569	
800.0-899.9	40	-41.2	46	800.0-899.9	229	-28.9	292	
900.0-999.9	57	-20.8	43	900.0-999.9	416	+4.5	328	
1,000.0-1,199.9	31	-18.4	38	1,000.0-1,199.9	184	-26.1	198	
1,200.0 & Over	73	+17.7	64	1,200.0 & Over	379	-28.4	453	
TOTAL	840,769	-22.2	978,661	TOTAL	4,577,141	-3.0	4,735,684	

Notes and FAQs

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.
- What is considered a shipment? A shipment is defined as when a unit transfers ownership; a consignment is not a transfer of ownership.
 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 that are sold within the fifty United States and District of Columbia, whether produced domestically or imported.
- $\textbf{4. Do you provide U.S. data by state?} \ \textit{No, that data is not available publicly}.$
- 5. Is historical data available in Excel? No, reports are only available in the format of their original release.
- **6. Is data available in a different format?** The only format available is provided on the website.
- 7. Does the December YTD data equal a full calendar year? Yes, it does.
- 8. Can I purchase additional industry data from AHRI? No, AHRI statistical data is not for sale.
- **9. Does AHRI provide information for academic research purposes?** No, AHRI is not authorized by our members to provide information other than what is listed on our website.
- 10. 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.
- $\textbf{11. Where can I find the definitions for the products included in this report?} \ \textit{Download product definitions for monthly shipment reports here}.$
- 12. I am using your website's data in an article. How do I secure your permission to use this data? Any information posted on our website does not require permission to use. While we do not have a required citation format, in articles we ask that you state you received this information from AHRI.

AHRI to Launch Industry-Wide Initiative to Evaluate New Low-GWP Refrigerants

Arlington, Va. – In response to production of new low-global warming potential (GWP) refrigerants that have not yet had the benefit of independent evaluation, the Air-Conditioning, Heating, and Refrigeration Institute (AHRI) is launching an industry-wide cooperative research program to identify and evaluate promising alternative refrigerants having a GWP of less than 300 for major product categories, such as air conditioners, heat pumps, chillers, and heat pump water heaters.

The program, called the Lower-GWP Alternative Refrigerants Evaluation Program, or Lower-GWP AREP, is of interest to AHRI members companies seeking to assess refrigerants that might be appropriate for future HVACR applications, while avoiding duplicative work. This is the third iteration of the program: AHRI successfully managed the original R-22 AREP in the 1990s and oversaw the work of AREP-2 in the 2010s in response to environmental concerns related to high-GWP refrigerants. As with previous efforts, AHRI will provide the leadership to coordinate and manage this industry-driven research and work closely with industry experts from its member companies.

"The objective of this program is to help the industry identify and evaluate the most promising refrigerants, as well as to understand the technical challenges of enabling their use," said AHRI Vice President of Research Xudong Wang. "The program will not rank these alternatives, but will instead focus on identifying potential replacements for current refrigerants that will allow the industry to meet and comply with future regulatory activities in the United States and abroad."

To begin, the Lower-GWP AREP will survey chemical producers to create a list of candidate refrigerants. Those that are selected will undergo comprehensive testing, including compressor calorimeter testing, system dropin testing (if applicable), and soft-optimized system testing. Refrigerant stability and compatibility with lubricants and other common materials will also be tested, if necessary. Tests are expected to be performed at participating companies' laboratories, using their own resources, at their own expense.

The program will be overseen by a Technical Committee consisting of experts from AHRI member companies, operating under the AHRI Research and Technology Committee. The Technical Committee will be responsible for developing detailed test protocols prior to the start of the program, prioritizing tasks if refrigerant samples have limited availability, and ensuring the quality of the results to be published.

Once the Technical Committee roster is finalized, an open solicitation will be made to both U.S. and foreign manufacturers to participate in the testing program. Testing is expected to begin in January 2026.

Single-family Housing Starts Posted a Modest Gain in July

Single-family housing starts posted a modest gain in July as builders continue to contend with challenging housing affordability conditions and a host of supply-side headwinds, including labor shortages, elevated construction costs and inefficient regulatory costs.

Led by solid multifamily production, overall housing starts increased 5.2% in July to a seasonally adjusted annual rate of 1.43 million units, according to a report from the U.S. Department of Housing and Urban Development and the U.S. Census Bureau.

The July reading of 1.43 million starts is the number of housing units builders would begin if development kept this pace for the next 12 months. Within this overall number, single-family starts increased 2.8% to a 939,000 seasonally adjusted annual rate and are down 4.2% on a year-to-date basis. The multifamily sector, which includes apartment buildings and condos, increased 9.9% to an annualized 489,000 pace.

"Single-family production continues to operate at reduced levels due to ongoing housing affordability challenges, including persistently high mortgage rates, the skilled labor shortage and excessive regulatory costs," said Buddy Hughes, chairman of

the National Association of Home Builders (NAHB) and a home builder and developer from Lexington, N.C. "These headwinds were reflected in our latest builder survey, which indicates that affordability is the top challenge to the housing market."

"The slowdown in single-family home building has narrowed the home building pipeline," said NAHB Chief Economist Robert Dietz. "There are currently 621,000 single-family homes under construction, down 1% in July and 3.7% lower than a year ago. This is the lowest level since early 2021 as builders pull back on supply."

On a regional and year-to-date basis, combined single-family and multifamily starts were 10.2% higher in the Northeast, 17.7% higher in the Midwest, 2.4% lower in the South and 0.5% lower in the West.

Overall permits decreased 2.8% to a 1.35-million-unit annualized rate in July. Single-family permits increased 0.5% to an 870,000-unit rate and are down 5.8% on a year-to-date basis. Multifamily permits decreased 8.2% to a 484,000 pace.

Looking at regional permit data on a year-to-date basis, permits were 16.6% lower in the Northeast, 9.1% higher in the Midwest, 3.4% lower in the South and 5.1% lower in the West.







CALENDAR OF EVENTS

MEPO OF OKLAHOMA, INC.

We are a non-profit trade association in the State of Oklahoma. We work to give our members the tools they need to succeed in the Air Conditioning, Heating, Refrigeration, Electrical and Plumbing Industries.

OK City Monthly Meeting

Sept 10, 2025 11:30 pm -1:00pm

Charleston's Restaurant, 2000 S Meridian Ave, Oklahoma City, OK 73108, USA

Tulsa Lunch Meeting

No Schedule

OUBCC Mtgs

Sept 16, 2025 1:30 pm - 2:30 pm

Heat Pump Mtg

Sept 25, 2025 6:00 pm - 7:00 pm

Please RSVP with your and Guests Names text 918-282-7864.

Visit https://mepo.org/cal/ for more dates.

You do not have to be a member to attend our MEPO meetings

If you would like to join MEPO the Association in Oklahoma that addresses Business Development, Codes and Licensing issues that effect your lively-hood

Text/Call 918-282-7864



Next-Gen HVACR Leaders Meet in San Francisco for HARDI Emerging Leaders Event



Columbus, OH - Heating, Air-conditioning & Refrigeration Distributors International (HARDI) welcomed more than 100 of the HVACR industry's most promising professionals to San Francisco from July 22-24 for its annual Emerging Leaders Conference, the milestone event of a structured, three-year leadership development journey.

This year's cohort included 49 new participants, with the remainder returning for their second or third year in the program. The Emerging Leaders program combines two in-person gatherings per year with a series of virtual education sessions designed to strengthen executive competencies, broaden industry perspective, and build a deep, crosscompany leadership network.

In San Francisco, attendees heard from keynote speakers Mike Robbins, a workplace culture expert and former pro athlete, and Scott Friedman, a global speaker on innovation and employee engagement. The curriculum focused on interpreting market trends, turning data into action, career planning, and real-world case studies on how HVACR companies are beginning to

leverage artificial intelligence.

Participants also took part in a unique mentorship experience with ten of HVACR's most influential executives, offering rare access to candid leadership insight from the top of the channel.

"The long-term health and competitiveness of HARDI member companies depends on a strong leadership bench,' said Stella Keane, HARDI's Vice President of Talent Development.

"This program isn't just about stepping into a role-it's about learning to lead with confidence, foresight, and connection."

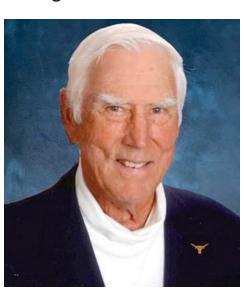
The Emerging Leaders will reconvene this December in Las Vegas at HARDI's Annual Conference: Gold Standard for their second in-person session of the year, featuring additional training and continued peer engagement.

Now in its eleventh year, HARDI's Emerging Leaders program continues to expand as companies across the HVACR distribution channel invest in purposeful succession planning and the development of future-ready leadership.

Robert Geis Freund January 25, 1933 - August 6, 2025

TACCA Greater San Antonio extends our heartfelt condolences to the Freund family on the passing of their beloved father, grandfather, and great-grandfather, Robert Geis Freund on Wednesday, August 6, 2025, at his home in San Antonio, Texas.

Robert was a dedicated pillar of the HVAC community, serving the industry for over 65 years. A committed volunteer and board director of our organization, he also held other notable leadership roles. We are deeply grateful for his service, leadership, and lasting contributions to our industry.



Construction Employment Increases in 31 States and D.C. from July 2024 to July 2025; While 22 States Add Construction Jobs from June to July

Texas and New Mexico Have Highest 12-Month Gains, While
California and New Jersey Have the Worst Yearly Losses;
Oregon and Colorado Top Monthly Gainers; California &
Wyoming Have the Worst Monthly Declines

Construction employment increased in 31 states and the District of Columbia in July from a year earlier, while 22 states added construction jobs between June and July, according to a new analysis of federal employment data released by the Associated General Contractors of America today. Association officials said construction employment continues to be impacted by a range of changing federal policies on trade, funding and labor.

"The number of states with construction job gains continues to slip, on both a monthly and a year-over-year basis," said Ken Simonson, the association's chief economist. "Owners have delayed project starts in the face of ever-changing tariff, funding, and labor force policies, while contractors are experiencing sudden losses of workers."

Between July 2024 and July 2025, 31 states and D.C. added construction jobs, and 19 states shed jobs. Texas added the most construction jobs (27,000 jobs or 3.2 percent), followed by Ohio (13,600 jobs, 5.5 percent), Michigan (10,100 jobs, 5.1 percent), Michigan (10,100 jobs, 4.6 percent), and North Carolina (10,000 jobs, 3.7 percent). New Mexico had the largest percentage gain over 12 months (14.3 percent, 7,700 jobs), followed by West Virginia (12.3 percent, 4,100 jobs), Idaho (8.5 percent, 6,100 jobs), Alaska (7.7 percent, 1,400 jobs) and Kentucky (6.4 percent, 6,000 jobs).

California lost the most construction jobs during the past 12 months (-18,200 jobs, -2.0 percent), followed by Washington (-9,600 jobs, -4.3 percent), New Jersey (-8,000 jobs, -4.9 percent), New York (-6,300 jobs, -1.6 percent), and Maryland (-4,100 jobs, -2.5 percent). The largest percentage loss was in New Jersey, followed by Washington, Arkansas (-2.7 percent, -1,800 jobs),

Wyoming (-2.5 percent, -600 jobs), Vermont (-2.5 percent, -400 jobs) and Maryland.

For the month, industry employment increased in 22 states, declined in 22 states, and was unchanged in six states and D.C. Colorado added the most construction jobs (3,800 jobs or 2.1 percent), followed by Oregon (2,900 jobs), 2.6 percent), Illinois (2,900 jobs, 1.2 percent), Texas (2,800 jobs, 0.3 percent), and Georgia (2,100 jobs, 0.9 percent). The largest percentage gain occurred in Oregon, followed by Arkansas (2.2 percent, 1,400 jobs), Colorado, West Virginia (1.6 percent, 600 jobs), and South Dakota (1.3 percent, 400 jobs).

California experienced the largest decline in construction jobs from June to July, (-3,300 jobs, -0.4 percent). This was followed by New Jersey (-1,600 jobs, -1.0 percent), Missouri (-1,500 jobs, -1.0 percent), and Ohio (-1,400 jobs, -0.5 percent). Wyoming lost the highest percentage of jobs for the month (-3.4 percent, -800 jobs), followed by North Dakota (-2.0 percent, -600 jobs), New Jersey, Missouri, and Oklahoma (-0.9 percent, -800 jobs).

Association officials noted that private sector developers appear to be delaying or cancelling some projects amid uncertainty about construction costs amid ongoing questions about future interest and tariff rates. They continued to urge the Trump administration to conclude trade agreements that will provide more certainty about tariff rates. They also urged the administration to refocus its immigration enforcement activities on undocumented workers who are engaged in additional criminal activity.

"The more the administration can do to eliminate economic uncertainty, the more private sector demand is likely to rebound," Simonson noted.

John Blackall

It is with deep sorrow that we share the news of the recent passing of John Blackall. John was a dedicated and highly respected HVAC professional. He invested 40 years into the industry serving in many roles including operating his own company. John was a dedicated volunteer of our organization and served as President along with other notable positions. We are deeply grateful for his service.

Please join us in extending condolences and support to John's family and loved ones.

With sympathy,

TACCA NTX Board of Directors

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