

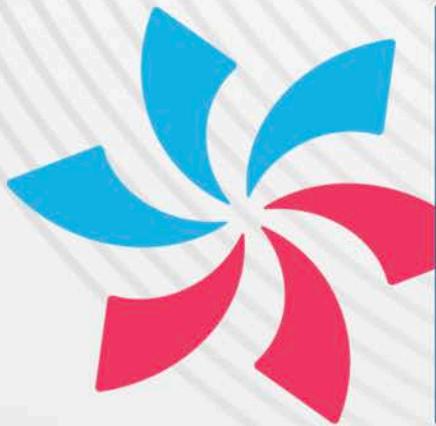


Air Conditioning TODAY



FEBRUARY 2026

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AHR FEB 2-4
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THE AHR EXPO IS HERE

The AHR Expo is the world's premier HVACR event, attracting the most comprehensive gathering of industry professionals from around the globe each year. The show provides a unique forum where manufacturers of all sizes and specialties, whether major industry brand or innovative

start-up, can come together to share ideas and showcase the future of HVACR technology under one roof. Since 1930, the AHR Expo has remained the industry's best place for OEMs, engineers, contractors, facility operators, architects, educators and other industry professionals to

explore the latest trends and applications and to cultivate mutually beneficial business relationships. This year's show, cosponsored by ASHRAE and AHRI, will be held Feb. 2-4, 2026 in Las Vegas, NV, and is held concurrently with ASHRAE's Winter Conference.

AHR Expo Announces 2026 Innovation Awards Winners

See winning products and technology in action on the show floor in Vegas

Westport, Conn. — The AHR Expo (International Air-Conditioning, Heating, Refrigerating Exposition) announced the winners of the 2026 AHR Expo Innovation Awards. Winners in ten industry categories are chosen annually to represent the most innovative products and technologies in the market today.

Winners for the 2026 AHR Expo Innovations

Awards include:

BUILDING AUTOMATION

Winner: Honeywell

Innovation: Honeywell Connected Solutions

AHR Booth: C1840

COOLING

Winner: Daikin Applied Americas Inc.

Innovation: Magnitude® WME-C Quad

AHR Booth: C4916

HEATING

Winner: Copeland

Innovation: Copeland heating-optimized modulating vapor injection portfolio

AHR Booth: C3607

INDOOR AIR QUALITY

Winner: Sharp Corporation

Innovation: Airest

AHR Booth: SL1919

PLUMBING

Winner: IDC Fluid Control Innovation:

LeakStop III AHR Booth: SL1225

REFRIGERATION

Winner: Copeland

Innovation: Copeland transcritical CO₂ scroll compressor with dynamic vapor injection technology

AHR Booth: C3607

SOFTWARE

Winner: Rebar Innovation: Rebar AHR

Booth: SL2331

SUSTAINABLE SOLUTIONS

Winner: Blue Frontier Innovation: BF-DOAS

AHR Booth: SL3720

TOOLS & INSTRUMENTS

Winner: CSG Compressors (Houston & American Hermetics)

Innovation: SAMMi

AHR Booth: SL3122

VENTILATION

Winner: ABB Motors and Drives

Innovation: ACH580 Variable Frequency Drives

AHR Booth: C1707

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



Your place to see everything in HVACR

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2026 Women in ASHRAE Leadership Symposium to Feature Dynamic Speakers and Sessions

Atlanta –ASHRAE announced a dynamic technical program for the 2026 Women in ASHRAE Leadership Symposium, taking place April 13-14, 2026, in Los Angeles, California. Following a sold-out inaugural event in 2025, the symposium returns with an expanded agenda designed to empower women and allies across the HVAC&R and built environment industries.

“This event offers professionals at every career stage, from students and early-career practitioners to seasoned executives, the opportunity to enhance leadership skills, grow their professional networks, and explore inclusive strategies for advancing women in the industry,” said Karine Leblanc, Symposium Chair.

Featured keynotes include:

- Gail Brager, Ph.D., Distinguished Professor of Architecture, University of California, Berkeley. Brager will share insights from her leadership in building science and sustainability research and mentorship of emerging leaders.
- Sara Safari, Ph.D., Empowerment Activist and Author. Safari will speak from her own personal experiences in overcoming challenges and how those principles can inspire peak performance in technical teams.

Key breakout sessions include:

- *Building Future Makers*: How to Inspire the Next Generation into the Trades: Explores strategies to empower young talent and expand pathways into HVAC&R and related technical careers.
- *Smarter Buildings Start with You*: AI and IoT in HVAC: Provides practical insights into how artificial intelligence and the Internet of Things technologies are being applied to improve building performance and commissioning.

• *Executive Presence Without Pretending*: Focuses on developing authentic confidence, clear communication and personal influence in both technical and leadership roles.

• *Inside the Walls of Net-Zero*: Women Designing the Future: Highlights real-world case studies showcasing women leading decarbonization, electrification and net-zero building projects.

• *Managing Technical Teams with Emotional Intelligence*: Offers tools and approaches for effective leadership across varying backgrounds, roles and experience levels.

In-person early bird registration to attend the 2026 Women in ASHRAE Leadership Symposium is \$495 for ASHRAE members (\$545 for non-members). Early bird registration discounts are available thru February 6.

For the full technical program, registration and additional information, visit ashrae.org/2026WIA.

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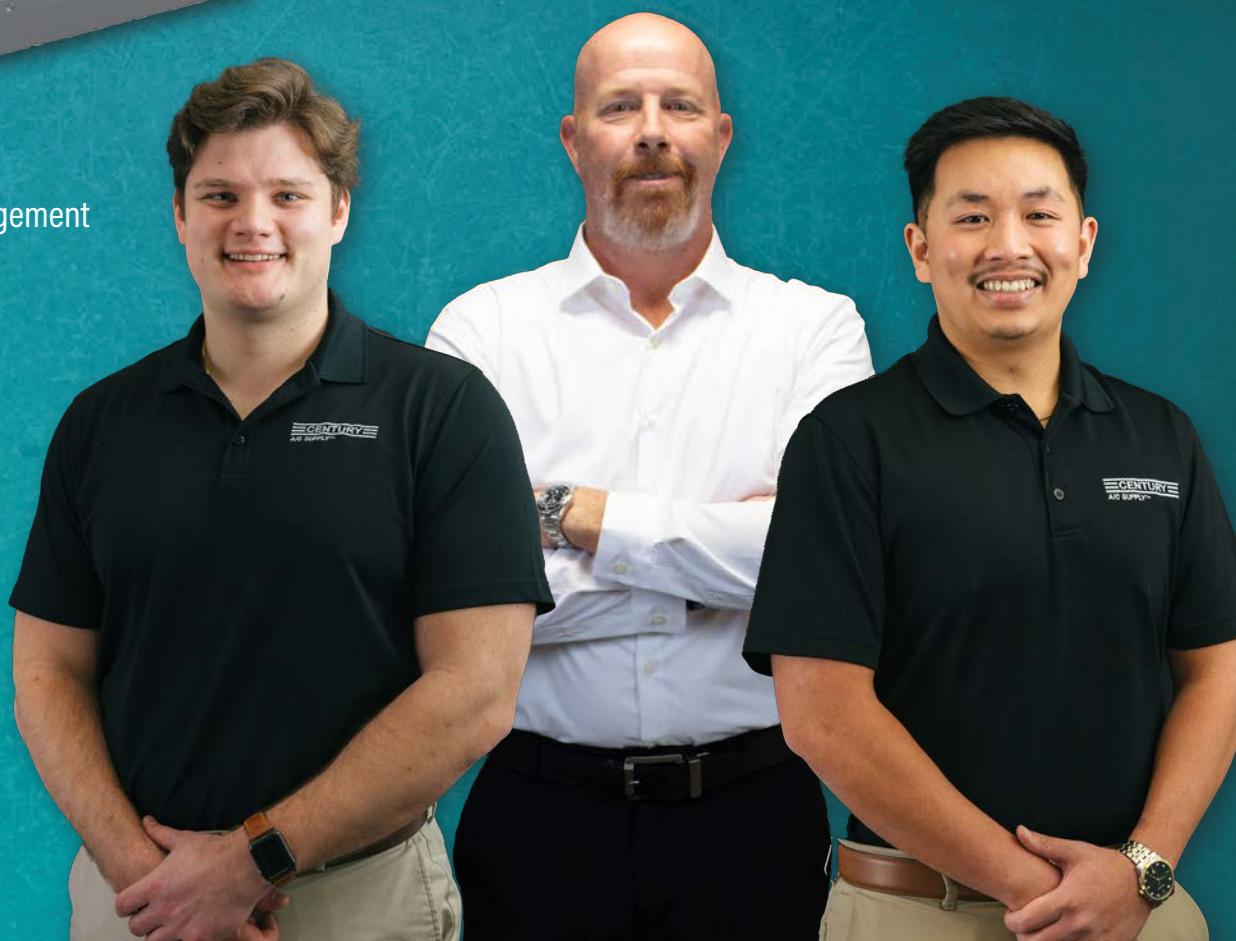
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2026 Women in ASHRAE Leadership Symposium to Feature Dynamic Speakers and Sessions

Milwaukee — Johnson Controls (NYSE: JCI), the global leader for smart, healthy and sustainable buildings, showcased advanced innovations at the AHR Expo in Las Vegas, Feb. 2–4, enabling mission-critical customers to accelerate decarbonization and gain a competitive edge through smarter energy management, superior thermal performance and precise environmental control. At the event, Johnson Controls unveiled its latest groundbreaking thermal management solutions engineered to address water, energy and space constraints in data centers and other mission-critical facilities.

Enhancing energy efficiency and resilience for all buildings

Across industries, businesses are deploying Johnson Controls connected HVAC systems, advanced controls and digital building solutions to improve energy efficiency, cut carbon emissions and unlock critical operational efficiencies. A recent Accenture report finds that nearly 90% of organizations now tie energy efficiency and decarbonization efforts to measurable business results.

At AHR booth C2925, Johnson Controls will showcase its industry-leading energy efficient, HVAC and digital technologies that

deliver measurable impact.

- The Johnson Controls flagship **Metasys** open building management system provides unified control across HVAC, chillers, fire, lighting, security and more. Version 15.0 supports 1,000 IP devices per server — 60% more than similar systems — and 50,000 objects, enabling large campus and multi-site deployments without costly hardware upgrades. It also includes an Energy Management suite for real-time emissions tracking, benchmarking and budgeting to speed decarbonization.

- With Metasys as the foundational digital layer, **OpenBlue** elevates performance enterprise wide, applying predictive analytics to accelerate sustainability goals and maximize utility savings. From helping large universities like Stanford University save \$500,000 in annual energy costs to optimizing hospital OR energy use by 40%, OpenBlue makes proactive energy savings recommendations and enables precise, automated control with over 1,000 integrations.

Advancing thermal management for next-generation data centers

Among the fastest growing mission-critical industries, data centers face evolving cooling demands from soaring performance requirements

and diverse site conditions. From air to liquid to hybrid solutions, operators need flexible strategies that deliver efficiency and reliability without compromise. Johnson Controls addresses these challenges with a comprehensive portfolio of thermal management technologies that can cut non-IT energy consumption by more than 50% while safeguarding uptime and resilience. At AHR Expo, Johnson Controls showcased its full suite of data center solutions, including the **YORK YVAM air-cooled magnetic bearing centrifugal chiller**, which consumes 40% less power annually while still delivering the same cooling capacity as other available solutions, zero on-site water consumption and low-noise performance.

Johnson Controls debuted its latest thermal management innovations at AHR during a press breakfast. These advanced solutions are designed to help data centers and other crucial facilities overcome water, energy and space challenges, while delivering superior efficiency and resilience.

Creating optimal environments where mission-critical operations thrive

Beyond data centers, Johnson Controls delivers reliability and precision for fast-

growing sectors where failure is not an option, such as bioproduction and healthcare. At AHR, Johnson Controls will highlight its full suite of HVAC, control and digital solutions designed to support the accelerated growth of these sectors and their world-changing missions. Such products on display include:

- **YORK Air Handling Units:** Available in custom and semi-custom options, these units meet airflow, energy recovery and noise requirements for each space. Patented technology reduces sound levels by 44% while using less space than traditional solutions. Ideal for critical environments like hospitals, the design also includes backup features, such as redundant fan systems, to keep operations running smoothly.

- **PENN System 550:** Integrates temperature, humidity and pressure control with A2L refrigerant leak detection and adaptive defrost algorithms. These algorithms monitor real-time conditions to trigger defrost only when needed, reducing annual energy consumption by 10% or more, improving system reliability and lowering carbon impact. This system is ideal for food retail, health care and pharmaceutical environments where precision and safety are paramount.

2026 HARDI Southwest Regional Conference Registration is now open!

Early bird tickets are available for purchase through February 28th!

Our event page allows you to register for the event and contains a link to book your stay at **Margaritaville Lake & Resort** at our negotiated room rate. As always, our special rate is available a few days before and after the event if you are interested in extending your stay. **Our negotiated rate is available until Tuesday, May 22, or until the group block is sold-out, whichever comes first.**



Important dates:
Last Day for Early Bird Registration: February 28, 2026
Last Day to Book Special Room Rate: May 22, 2026



Last day for registration refund (less \$50 processing fee): May 23, 2026

Please note, only one hospitality ticket is required for each manufacturer's rep and vendor. If you have multiple people attending from your company, please coordinate with your team to determine who will be purchasing the hospitality ticket. If you are a sponsor, you are not required to purchase a hospitality ticket. Please contact Matt Hoover (matt@gunderassociates.com), Ken Schreiber (kens@centuryac.com), or Brett Ryder (bvryder@johnsonsupply.com) for questions regarding sponsorship opportunities.



REGISTER TODAY!



HARDI Applauds Quick EPA Action to Deprioritize Federal Enforcement of Installation Prohibitions in Technology Transition Rule

Columbus, OH— Heating, Air-conditioning, & Refrigeration Distributors International (HARDI) applauds the U.S. Environmental Protection Agency (EPA) for releasing a new statement that deprioritizes federal enforcement of the January 1, 2026, installation prohibitions contained in the Technology Transition Rule Reconsideration. This action signals a significant shift in how the Agency will apply its limited enforcement resources as the law is expected to change.

“This is welcome news for distributors and contractors going into the new year,” said HARDI CEO Talbot Gee. “We

heard from our members the need for certainty, and HARDI submitted an official request to the Agency earlier this month to provide relief to distributors and contractors before the final rule is released.”

The Technology Transition Rule, finalized under the American Innovation and Manufacturing (AIM) Act, includes an installation date prohibition that has been widely criticized by contractors, distributors, and manufacturers as unworkable and disconnected from how projects are planned, permitted, and built. Earlier this year, the EPA released a proposed rule to repeal the January 1, 2026, prohibition on

installing residential and light-commercial air conditioners and heat pumps using R-410A refrigerant. HARDI submitted comments in support of this change and asked the EPA to expand the repeal of installation dates to include remote condensing units used in commercial refrigeration and equipment in cold storage warehouses, but the regulatory process is expected to take several months before a final rule is released.

“The EPA recognizes that repeal won’t help the industry until the rule is finalized,” said Alex Ayers, Vice President of Government Affairs for HARDI. “This new statement makes clear that federal enforcement of these installation prohibitions is not a priority while the Agency completes its reconsideration. This provides much-needed certainty for businesses planning projects and managing inventory during the transition.”

By deprioritizing enforcement of the Technology Transition Rule’s installation prohibitions for residential and light-commercial air conditioners and heat pumps, remote condensing units used in commercial refrigeration, and refrigeration systems used in cold storage warehouses, EPA acknowledges that aggressive federal enforcement in this area would create disruption without advancing long-term policy objectives, particularly given the likelihood of regulatory changes.

This action does not repeal or amend the Technology Transition Rule, and EPA’s enforcement discretion applies only to federal enforcement. States and local governments retain authority to enforce applicable requirements under state law, building codes, and permitting programs, and contractors must continue to comply with those obligations. However, the new statement significantly reduces the likelihood of EPA-initiated federal enforcement actions related to installation timing during this transition period.

“EPA’s decision confirms what industry stakeholders have long argued: the installation prohibition is flawed, impractical, and poorly suited for enforcement,” Ayers added. “While the rule remains on the books, EPA will now focus its enforcement efforts on higher-priority violations that present more significant concerns, like the illegal import of refrigerants and maintaining the R-410A manufacturing prohibition on non-repair components.”

HARDI will continue to urge Congress to provide a permanent legislative fix that eliminates all future installation dates set by any agency, providing clarity and certainty for contractors, distributors, and manufacturers.



The Condensate Management Experts

Innovation Driven By The Field
Since day one, iFLO Pro has been at the forefront of innovation in the HVAC industry, establishing itself as the go-to expert in smart condensate management. What sets iFLO Pro apart isn't innovation for innovation's sake—it's innovation driven directly by the voices, challenges & real-world needs of contractors & technicians in the field.

As the industry continues to evolve, so do the applications where reliable condensate management is required. Listening closely to our customers has led us to expand the iFLO Pro ecosystem with **new SKUs designed for specific system types, environments & installation scenarios** – ensuring that contractors have the right solution for every job, not a one-size-fits-all workaround.

Introducing The All-New iFLO Mini
One of the most exciting product launches debuting at AHR is the brand-new iFLO Mini.
Designed specifically for mini-splits, water-source heat pumps, PTACs, VTACs, cassettes & other compact or space-constrained systems, the iFLO Mini brings the same intelligent, automated condensate management contractors trust – now in a smaller, purpose-built form factor. It addresses a growing segment of the market where traditional drain-line solutions often fall short, helping prevent clogs, reduce callbacks & protect equipment across a wider range of installations.

See It First At AHR
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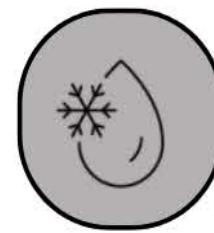
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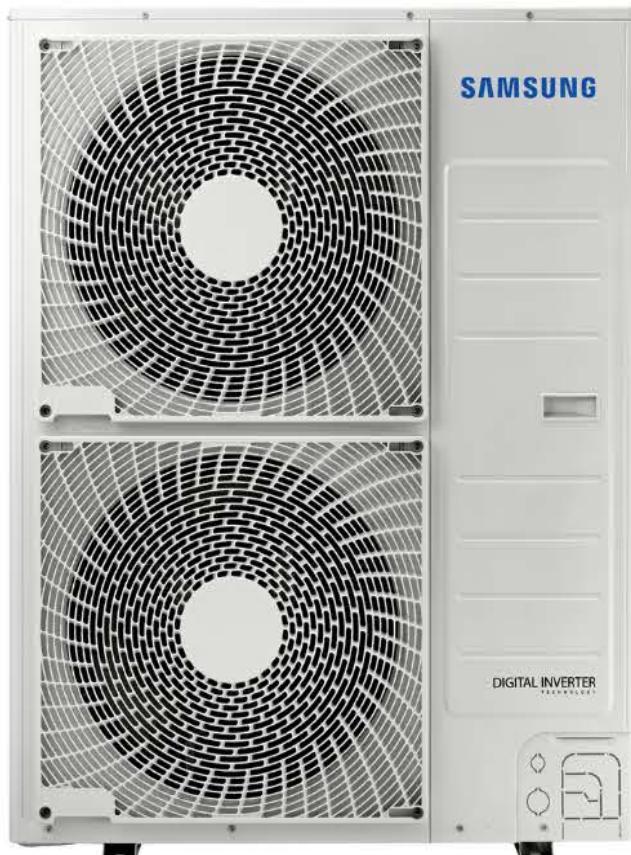
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Catalyst 2026: Riding into the Future

The premier event for service and repair contractors

Quality Service Contractors (QSC), an enhanced service group of the Plumbing-Heating-Cooling Contractors—National Association (PHCC), is proud to announce Catalyst 2026: Riding into the Future, taking place March 23–25, 2026, at the Omni Oklahoma City Hotel in Oklahoma City. Catalyst is the premier annual conference for service and repair contractors, and focuses on strengthening leadership, business performance, and industry connections.

Event Highlights

Attendees can expect a dynamic program designed to drive both personal growth and business success:

- Hands-On Workshops & Expert Sessions — Sessions focused on accountability, prioritization, time management, and effective business strategies to drive measurable results.
- Networking & Peer Engagement — Interactive live sessions, peer group roundtable discussions, and informal meetups to build relationships across the industry.
- Social & Community Experiences — Shared meals and social events including an evening at the Cowboy

Museum and gatherings at local favorites like Cattlemen's Steakhouse to blend professional enrichment with community building.

• Inspiring Keynote — Coach Matthew Smiley, former special teams coordinator for the Buffalo Bills, will deliver a keynote address designed to equip attendees with new leadership perspectives, as well as the motivation necessary to face future challenges.

Why Attend

Catalyst 2026 is more than a conference — it's a collaboration hub for managers, business owners, and industry professionals to:

- Sharpen operational and leadership skills
- Expand professional networks
- Gain practical takeaways to elevate business growth.

Registration is now open for contractors and industry partners. Early sign-ups are encouraged to secure space and preferred workshop options. Discounts available for PHCC and QSC members.

RSES Cowtown Chapter



New officers for 2026, installed at January meeting, Thursday Jan. 8th.

L to R

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Product News

Copeland Launches KF Variable-Speed Scroll Compressor with EV4 Variable Frequency Drive Platform

Solution meets growing demands for variable-speed applications and sets new performance, comfort, efficiency and capacity benchmarks

St. Louis — Copeland, a global leader in compression technologies and controls solutions, today announced the launch of the KF variable-speed scroll compressor with EV4 variable frequency drive platform in North America. The KF is Copeland's premium variable-speed scroll compressor for the 1.5- to 5-ton North American residential market, designed for premium comfort — especially in cold climates.

Energy costs are outpacing inflation in the US with prices up 5% compared to a year ago and roughly 30% since 2021, according to the Consumer Price Index. This is pushing consumers to find ways to reduce their energy consumption. As these factors drive evolution in the HVAC industry, the residential segment is transitioning to more energy-efficient, eco-friendly equipment. Heat pumps help decarbonize heating by replacing or reducing the operating time of fossil fuel-burning furnaces or inefficient electric furnaces. However, maintaining comfort in cold climates remains a challenge, and heat pump technologies are advancing to provide the required capacity in low-

ambient conditions. Variable-capacity modulation compressor technologies — including variable-speed with its ability to overspeed and provide incremental capacity modulation — have proven to deliver the capacity needed to overcome comfort limitations and achieve required efficiency targets.

Residential heat pumps must also comply with federal refrigerant regulations and use compression technology optimized for refrigerants with a global warming potential (GWP) below 700. The Copeland KF variable-speed scroll compressor platform is optimized for the low-GWP A2L refrigerant R-454B and is engineered to meet future efficiency standards—supporting both regulatory compliance and peak system performance.

Copeland's KF variable-speed scroll compressor platform addresses key HVAC market needs by delivering leading performance, design flexibility and robust support. Its 10:1 turndown ratio provides strong efficiency across a wide range of operating conditions. With a capacity range

of 1.5 to 5 tons and potential for advanced features like vapor injection, it supports next-generation designs. The platform's small footprint, seamless pairing with the Copeland EV4 variable frequency drive platform and ability to simplify original equipment manufacturer (OEM) controls and system design make it a versatile solution for both mid-tier and premium-tier systems.

The KF platform will be produced in North America, ensuring regional sourcing and supply chain assurance for OEMs. Backed by Copeland's extensive North American service and support network, it also offers proven reliability, application engineering expertise, rigorous testing and comprehensive design support.

"The KF variable-speed scroll platform represents Copeland's commitments to innovation and continued investments in next-generation variable-speed scroll technologies," said Brandy Powell, vice president/general manager, residential and light commercial HVAC for Copeland. "It was designed from the ground up for variable-speed applications and is anchored

by the proven Copeland scroll platform. By combining advanced engineering with intelligent design, this product delivers premier performance across residential applications and sets a new benchmark for excellence in HVAC solutions with its patented technologies."

This product will be available for production during the second half of 2026.



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United Building Solutions Acquires DFW Mechanical Group

Acquisition continues expansion across Southeast and South-Central United States

Conshohocken, Pa. --United Building Solutions ("UBS"), a leading provider of heating, ventilation, and air conditioning ("HVAC") services across the United States, announced that it has acquired DFW Mechanical Group ("DFW" or the "Company"), a full-service commercial and industrial mechanical contractor serving clients across Texas, Oklahoma, Georgia, and Florida.

"We're pleased to welcome DFW Mechanical into our expanding network of premier HVAC service providers," said David Leathers, CEO of United Building Solutions. "This acquisition further diversifies our array of services and enables us to reach the key markets in the Southern US that are experiencing heightened demand for specialized building management solutions."

Headquartered in Wylie, Texas, DFW delivers comprehensive commercial HVAC solutions, offering a full range of services including plumbing, heating, and piping. The Company will operate as a UBS

division under the continued leadership of President Brett Thomas, a seasoned executive with more than three decades of industry experience.

"United Building Solutions is a respected HVAC services provider known for its advanced technical expertise," said Brett Thomas. "By joining forces, we can expand our market reach and leverage our combined resources to serve a broader range of customers while upholding our commitment to delivering high-quality, professional services."

This is UBS' second add-on transaction following investment into the company by AE Industrial Partners in February 2025, and its establishment as a national commercial HVAC services platform with the concurrent acquisition of North Florida-based HVAC solutions business Total Comfort Solutions. With the acquisition of DFW, UBS' footprint now extends across the Southeast and South-Central United States in addition to its existing Northeastern United States coverage.

NTEA: Congratulations to the Latest Companies Earning MVP Status

Farmington Hills, Mich. — Because standards don't raise themselves, NTEA's Member Verification Program (MVP) acknowledges the companies leading the industry to excellence. Fleet managers, truck dealers and OEMs know truck equipment manufacturers and distributors/upfitters with MVP status have successfully demonstrated an understanding of defined business principles and applicable government regulations.

New MVP members (since Oct. 1, 2025)

- Legend Equipment (Round Rock, Texas)
- Phenix Truck & Van (Pomona, California)
- Western Truck Fabrication Inc (Haward, California)

Renewals

- AutoPort Inc (New Castle, Delaware)
- Bay Bridge Mfg Inc (Bristol, Indiana)
- Dealers Truck Equipment Co Inc (Little Rock, Arkansas)
- Dealers Truck Equipment Co Inc (Shreveport, Louisiana)
- Dealers Truck Equipment Co Inc (Baton Rouge, Louisiana)
- Dealers Truck Equipment Co Inc (Longview, Texas)
- Knapheide Truck Equipment Center Raleigh (Garner, North Carolina)
- Maddock Machinery Corp (Tucson, Arizona)
- Wil-Ro Inc (Gallatin, Tennessee)

Current NTEA Distributor and Manufacturer members are encouraged to apply for MVP status at any time. There is no charge — NTEA underwrites the cost of MVP as part of an ongoing effort to enhance the core competencies of its members. Once qualified, companies receive MVP status for a three-year term. To renew, MVP members must again document compliance, ensuring their ongoing commitment to professionalism, industry knowledge and high performance.

Visit ntea.com/mvp to learn more and apply or contact NTEA's technical services department for personalized assistance (248-489-7090 or mvp@ntea.com).



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Ripley PR founder and CEO Heather Ripley at AHR EXPO 2026

The leading expert in public relations for the skilled trades hosted a session detailing best practices for boosting awareness and visibility

Knoxville, Tenn. — Ripley PR, a global public relations agency specializing in skilled trades, B2B tech and franchising, announced that founder and CEO Heather Ripley spoke at AHR Expo 2026, taking place February 2–4 at the Las Vegas Convention Center.

Ripley's session, titled "Stand Out Where It Matters: Build Visibility in Your Community with PR," took place on February 3 from 11:30 a.m. to 12:30 p.m. in Room S225. Sponsored by Women in HVACR, the session was free to all Expo attendees.

As the HVAC and plumbing industries become increasingly crowded, Ripley's session focused on how strategic public relations can help contractors and service providers differentiate their businesses, fostering trust and credibility within local communities. Drawing from deep experience in the field, Ripley highlighted how PR supports and amplifies existing marketing efforts, drives qualified leads and positions businesses as authentic leaders.

"Every HVAC contractor needs to have excellent service and strong marketing efforts, but this isn't always enough to stand out in

a competitive field," said Ripley. "PR can magnify these efforts, providing a level of credibility that marketing alone can't replicate. And because so many in the industry overlook PR, it can provide a true advantage."

With more than 20 years of experience providing public relations for the skilled trades, Ripley is a recognized expert in the home service space. Her book, "Next Level Now," is a go-to resource for PR success within the trades.

During her session, Ripley shared actionable insights specifically geared toward professionals in the HVAC industry, covering topics such as:

- Engaging with local media
- Showcasing community involvement
- Proactively building reputation

"The point isn't to be visible everywhere, but to be visible in the areas where it matters most for your business," said Ripley. "A targeted approach to PR can build visibility where it counts, ultimately leading to real opportunity."

To learn more about Ripley PR, visit <https://www.ripleypr.com> or call (865) 977-1973.

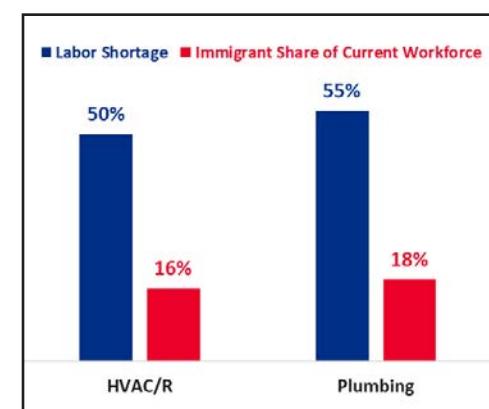
PHCC Releases 2026 Industry Environmental Scan Highlighting Key Trends and Opportunities

Falls Church, VA — The Plumbing-Heating-Cooling Contractors Association (PHCC) has published its *Environmental Scan: 2026 Outlook for the P-H-C Industry*, offering a strategic overview of critical forces shaping the plumbing, heating, and cooling sectors in the year ahead.

"This report helps PHCC and our partners stay ahead of trends affecting our industry," said PHCC President Jason Pritchard. "We rely on insights like these to guide our education and workforce initiatives and help our contractor members succeed."

The report identifies ongoing labor challenges, projecting slower employment growth in 2026 even as skilled talent remains in high demand due to retirements and a tight worker pipeline. Construction activity is expected to grow modestly and unevenly, with strength in data centers, infrastructure programs, and residential remodeling, while broader new construction remains cautious.

Technological adoption continues



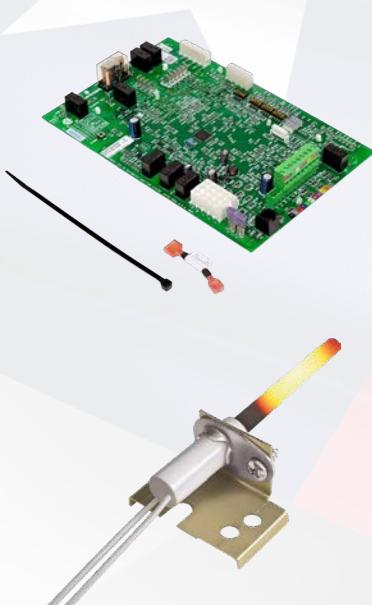
to rise, with many contractors exploring AI tools to boost efficiency in marketing, scheduling, and operations. Market consolidation driven by private equity and strategic buyers is forecast to persist as interest rates decline.

Amid these trends, PHCC emphasizes that resilience, strategic planning, and engagement with emerging technologies will be essential for contractors navigating cost pressures, supply volatility, and uneven demand.

For the full article visit: <https://www.phccweb.org/news/environmental-scan-2026-outlook-for-the-p-h-c-industry/>



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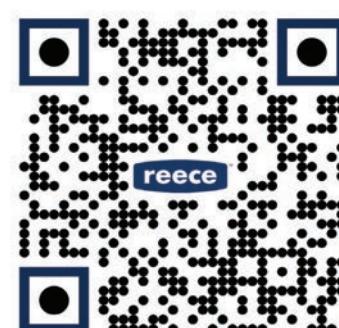
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HVACR Manufacturer's Summit Brings Global Industry Leaders Together to Confront the Growing Workforce Readiness Gap

The **National HVACR Education Conference** will host a landmark session this March designed to redefine how the next generation of HVACR professionals are trained. **The HVACR Manufacturer's Summit: Preparing the Workforce for the Systems of Tomorrow** will unite the world's leading HVACR manufacturers on one stage with a shared mission: to confront the growing disconnect between modern HVACR technology and workforce preparedness.

Panel Participants Include:

- Bosch Home Comfort Group
- Daikin Comfort Technologies
- Fujitsu General
- Lennox Industries
- LG Electronics
- Midea
- Mitsubishi Electric Trane HVAC US
- Rheem Manufacturing

This is not a future-tech discussion. It is a readiness check. The HVACR industry is undergoing the most significant technological transformation in its history. Low-GWP refrigerants, inverter-driven and variable-speed systems, intelligent controls, connected diagnostics, and high-performance heat pumps are no longer emerging. They are the new standard, and the pace of change is accelerating faster than educational systems can adapt.

Across Europe, R-290 monobloc heat pump systems are already standard. In commercial refrigeration, CO₂ (R-744) systems are now the dominant growth technology. These are not experimental technologies; they represent the direction of the global HVACR industry today. The question is not if these systems will become part of the U.S. market, but how many will be installed this month, and how prepared our workforce is for this change.

Yet a growing disconnect exists between what manufacturers are engineering, manufacturing, and selling through HVACR distribution today, and what many training programs HVACR facilities are

teaching. While legacy equipment will remain in the field for years, new equipment requiring entirely new skill sets is now the standard.

Manufacturers and employers consistently report that most graduates entering the workforce today are unprepared for the systems they encounter on day one. To confront this challenge, a group of the world's leading HVACR manufacturers; companies that normally compete fiercely for market share, are uniting on one stage with a single shared mission: **To ensure the next generation of HVACR professionals is equipped with the foundational skills that the future demands.**

This landmark summit brings together global manufacturing leaders to deliver a unified, candid call to action for HVACR

education. Together, these industry leaders will share real-world insights on how today's equipment is being designed, what skills technicians are lacking, and what educators must prioritize to close the growing readiness gap. Expect open, candid dialogue about what is working, what is not, and what must change.

This is more than a panel. It is a turning point. If you are an instructor, trainer, or program decision-maker responsible for preparing the next generation of technicians, this session will challenge assumptions, clarify priorities, and equip you with the insights needed to future-proof your program.

Attend this summit, because the systems your students will be working on tomorrow are already being built and installed today.



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It's On My Heart: How Buyers are Purchasing Major Appliances Today

Lately, I've been spending a lot of time thinking about how consumers are buying HVAC and plumbing systems today. What follows isn't a scientific study—it's a combination of online research, industry data, conversations with contractors, and my own experience. Consider this a practical snapshot of where the market is and how we can respond.

Who's Doing the Buying?

When we break the market down by buyer group, some clear patterns emerge.

Baby Boomers account for roughly **50% of all HVAC and plumbing system revenue**. That's not surprising. They typically have the highest net worth, significant home equity, and many live in older homes

where systems are reaching end-of-life. Comfort, health, and reliability matter more than ever. After decades of hard work, many believe they've earned the right to be comfortable—and today's technology delivers benefits they value.

Millennials represent about **35%** of total revenue. Their homes are usually newer, so they experience fewer system failures. Most replacements in this group are still driven by breakdowns. While government tax credits helped stimulate demand in recent years, many federal incentives have expired, leaving fewer programs in place.

Gen X makes up the remaining **15%**. Their homes are often smaller and newer, which means fewer breakdowns and a lower percentage of household

spending going toward mechanical replacements.

What Boomers Value Most

If Boomers are the largest buying group, understanding what drives their decisions is critical.

At the top of the list is **comfort**. They want to relax without grabbing a sweater or turning on a fan just to enjoy their home. Close behind are **reliability, strong warranties, and premium options**.

Trust matters—a lot. Your online reputation plays a big role here. Reviews are important, but perfection isn't. A page full of nothing but five-star reviews can actually raise skepticism.

What builds credibility is transparency: the occasional two- or three-star review, along with a professional response that shows how the issue was handled.

Warranties are another major driver. Many successful companies are bundling extended labor warranties that match parts warranties—10 or even 12 years. When customers see that they won't be out of pocket for repairs for a decade, anxiety drops. Some companies go further by bundling maintenance agreements into the package and rolling everything into financing, requiring little to no additional cash.

And don't overlook testimonials. A letter from a satisfied customer explaining how your team went above and beyond often carries more weight than any advertisement.

Premium Options Matter

Boomers respond well to premium solutions when they understand the benefits. IAQ products, UV



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

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

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

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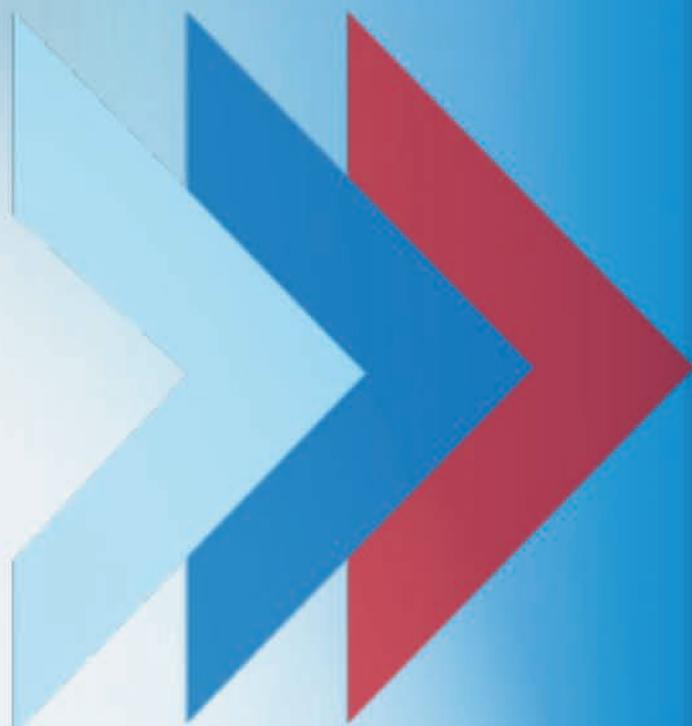
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How Millennials Buy Differently

Millennials prioritize **efficiency, smart technology, sustainability, and flexible financing**. They may not want to invest more in a system than they paid for their car, but they will choose solutions that make sense, reduce operating costs, and integrate with smart home technology.

Financing is essential for this group. Easy-to-understand options often make the difference between a “yes” and a “not right now.” They also value transparent digital pricing, virtually.

Ticket Sizes & Financing

Based on available data and industry research:

- **Boomer average tickets:** \$13,000–\$18,000
- **Millennial average tickets:** \$10,000–\$13,000

One of the biggest success factors across all groups is having financing options that reach into the mid-600 credit range. Leasing has gained traction in some markets, though it's not a universal solution.

A Final Thought

I recently spoke with 16 companies that participated in our Success Planning sessions last year. The process wasn't easy—each company built a forward-looking budget and presented it to peers who asked tough, thoughtful questions.

Here's the result: **every one of those companies grew last year.** Some by 20% or more. One company grew from \$750,000 to \$940,000. Others experienced growth north of 50%.

The lesson was clear: **what we spend time on pays dividends.**

Thanks for reading.

We'll talk again soon.

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EPA Announces Enforcement Discretion on R-410A Installation Deadline

Thank you to every contractor who took action and signed ACCA's recent Action Alert about extending the January 1, 2026, R-410A equipment installation deadline. Your advocacy made a difference.

Enforcement discretion announced

EPA has issued a formal enforcement statement clarifying how it will approach the January 1 installation deadline for R-410A equipment in residential and light commercial applications.

While the agency plans to extend compliance deadlines through its ongoing "TT Rule Reconsideration" rulemaking, EPA emphasized that existing deadlines technically remain in effect until officially changed. Finalizing the rule will likely take several months, and legal challenges could delay it further. That said, EPA granted ACCA's request by stating that **enforcement of the current deadlines covered by the reconsideration is a low enforcement priority**, and agency resources will instead focus on compliance with new deadlines once the rulemaking is finalized.

EPA also outlined internal guardrails on enforcement activity during this interim period. Any enforcement or compliance assurance action related to requirements under reconsideration must receive concurrence from senior enforcement leadership, consistent with EPA's March 12, 2025, enforcement memo

aligning agency actions with broader executive and agency priorities.

What this means

EPA's shift in enforcement priorities provides relief for existing inventory of R-410A systems with components manufactured before January 1, 2025. This applies to residential and light commercial air conditioners and heat pump systems, along with other equipment specified in EPA's proposed rule reconsideration.

It should be noted that the January 1, 2026, installation deadline remains in effect in New York State, where state regulation Part 494 provides a backstop to changes in the federal rules. ACCA supports both state efforts to repeal New York's rule and federal preemption to prevent states from creating a patchwork of refrigerant regulations.

VRF/VRV systems update

ACCA has proposed that EPA extend similar relief to VRF/VRV systems, but there's been no announcement on that front yet. Under current regulations, VRF/VRV installations are allowed until January 1, 2027. ACCA continues to advocate for extended compliance timelines for these systems and will keep members informed of any developments.

To read EPA's full announcement, visit epa.gov.

*First published by ACCA HVAC BLOG
12/23/2025*

Glasfloss Industries Celebrates 90 Years of Excellence in Air Filtration



Desoto, TX – Glasfloss Industries, the oldest American-owned and operated manufacturer of HVAC air filtration products, proudly announces its 90th anniversary.

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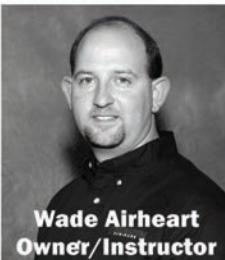
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HARDI Distributors Report 2.9% Revenue Decline in November

Columbus, OH—Heating, Air-conditioning & Refrigeration Distributors International (HARDI) released its monthly TRENDS report, showing sales by HARDI distributors decreased by 2.9% during November 2025.

The annual sales growth for the 12 months through November 2025 is an increase of 3.8%.



“Heating season is off to a slow start with the 1% sales decline during October and then a 2.9% decline during November,” said Brian Loftus, Macroeconomic and Residential Market Analyst at HARDI. “October was a difficult comparison and November had one less billing day. We estimate there was sales growth of 2.3% during November.”

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 November was less than 40 days. That is comparable to the pace we saw one year ago,” said Loftus. “While the recent sales results may raise concerns about the market health, we are pleased to see the DSO remains steady at a healthy rate.”

The annual sales growth rate of HARDI distributors remained near 4% during 2025, after price increases in the 5% area. “Unit demand has been flat-to-down this year along with flat existing home sales and an uncooperative cooling season in much of the country,” said Loftus. “We are encouraged to see the sales-to-inventory ratio improving in most of our regions despite the sluggish demand.”

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.

Dart Controls Names John Burch as President



marketing, business development, and operations within industrial and business-to-business markets. In his new role, Burch will lead the company’s strategic direction and champion initiatives that improve product offerings, operational efficiency, and customer value.

“John brings a wealth of experience, and we’re confident that his strategic vision will accelerate Dart Controls’ mission to lead in motor control innovation and customer service excellence,” said H. Kent Howard, Director. “His history of building high-performing teams, enhancing operational performance, and strengthening customer engagement across product and service portfolios will serve our customers well. We look forward to his leadership and to the new opportunities ahead.”

“I’m humbled, honored, and excited to lead the Dart team,” said Burch, “I am committed to working closely with our leadership team, employees, customers, and partners to build on the strong legacy of innovation and service.”

Zionsville, IN – Dart Controls, an industry leader in variable speed motor drives, controls, and accessories for electric motors, announces the appointment of John Burch as President. He brings extensive executive leadership experience in industrial manufacturing and business growth, having formerly led Bison Gear & Engineering Corp., where he guided the company’s strategic initiatives, operational execution, and market expansion in a highly competitive manufacturing environment. Before becoming CEO at Bison, he gained over 25 years of experience in general management, sales,

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February 11, 2026 11:30 pm -1:00pm

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

Tulsa Lunch Meeting

No Schedule

OUBCC Mtgs

February 17, 2026 1:30 pm - 2:30 pm

Heat Pump Mtg

February 26, 2026 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.

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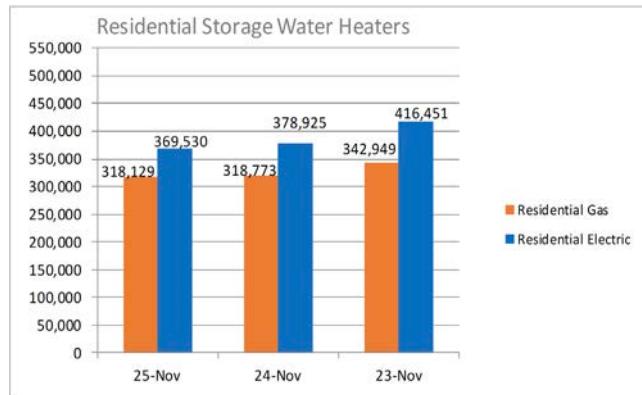
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AHRI Releases November 2025 U.S. Heating and Cooling Equipment Shipment Data

Residential Storage Water Heaters

U.S. shipments of residential gas storage water heaters for November 2025 decreased -0.2 percent, to 318,129 units, compared to 318,773 units shipped in November 2024. Residential electric storage water heater shipments decreased -2.5 percent in November 2025 to 369,530 units, compared to 378,925 units shipped in November 2024.

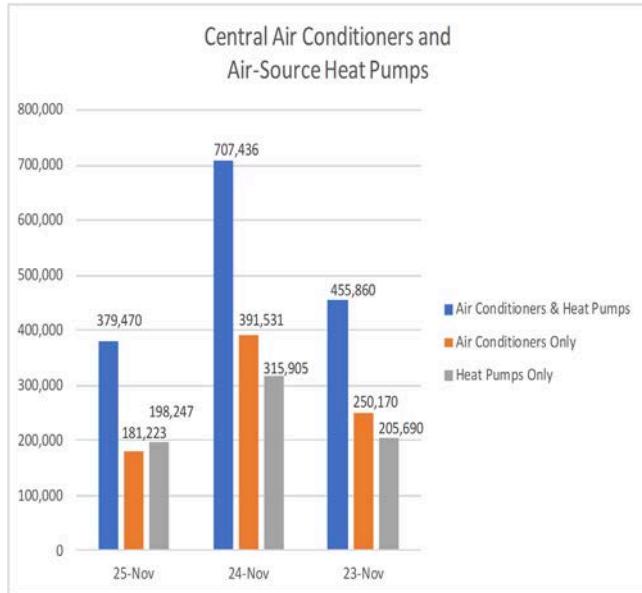


Year-to-date U.S. shipments of residential gas storage water heaters increased +0.2 percent, to 3,833,557, compared to 3,826,273 shipped during that same period in 2024. Residential electric storage water heater shipments decreased -2.0 percent year-to-date, to 4,565,974 units, compared to 4,661,489 shipped during the same period in 2024.

Year-to-Date	Nov 25 YTD	Nov 24 YTD	% CHG. (From 2024-2025)	Nov 23 YTD
Residential Storage Gas	3,833,557	3,826,273	+0.2	3,928,809
Residential Storage Electric	4,565,974	4,661,489	-2.0	4,481,495

Central Air Conditioners and Air-Source Heat Pumps

U.S. shipments of central air conditioners and air-source heat pumps totaled 379,470 units in November 2025, decreased -46.4 percent compared to 707,436 units shipped in November 2024. U.S. shipments of air conditioners decreased -53.7 percent, to 181,223 units, compared to 391,531 units shipped in November 2024. U.S. shipments of air-source heat pumps decreased -37.2 percent, to 198,247 units, compared to 315,905 shipped in November 2024.

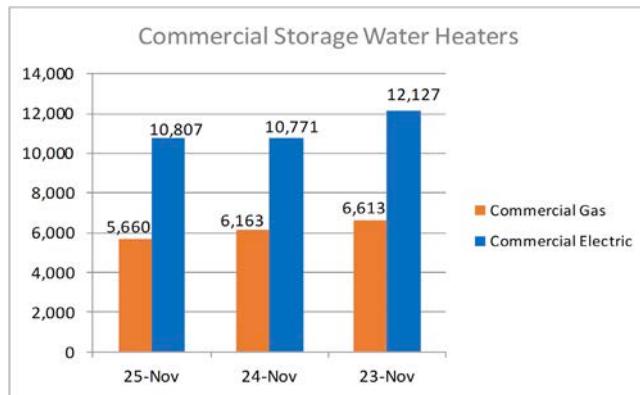


Year-to-date combined shipments of central air conditioners and air-source heat pumps decreased -19.9 percent, to 7,341,285, compared to 9,162,444 units shipped during the same period in 2024. Year-to-date shipments of central air conditioners decreased -25.6 percent, to 3,916,218 units, compared to 5,265,430 units shipped during the same period in 2024. The year-to-date total for heat pump shipments decreased -12.1 percent, to 3,425,067, compared to 3,897,014 units shipped during the same period in 2024.

Year-to-Date	Nov 25 YTD	Nov 24 YTD	% CHG. (From 2024-2025)	Nov 23 YTD
Air Conditioners & Heat Pumps Combined Total	7,341,285	9,162,444	-19.9	8,221,085
Air Conditioners Only	3,916,218	5,265,430	-25.6	4,801,500
Heat Pumps Only	3,425,067	3,897,014	-12.1	3,419,585

Commercial Storage Water Heaters

Commercial gas storage water heater shipments decreased -8.2 percent in November 2025, to 5,660 units, compared to 6,163 units shipped in November 2024. Commercial electric storage water heater shipments increased +0.3 percent in November 2025, to 10,807, compared to 10,771 units shipped in November 2024.

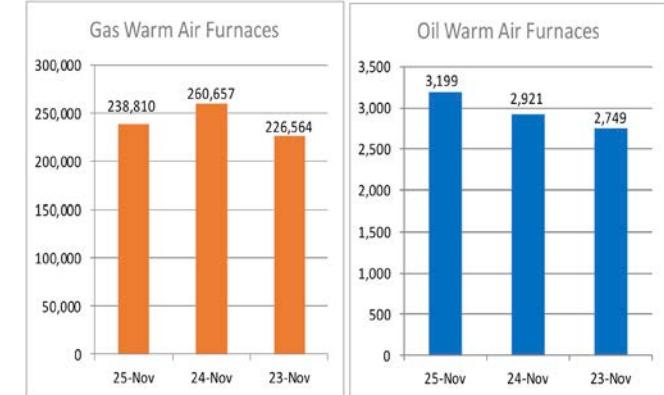


Year-to-date U.S. shipments of commercial gas storage water heaters increased +3.1 percent, to 79,050 units, compared to 76,677 units shipped during the same period in 2024. Year-to-date commercial electric storage water heater shipments increased +6.6 percent, to 149,637 units, compared to 140,315 units shipped during the same period in 2024.

Year-to-Date	Nov 25 YTD	Nov 24 YTD	% CHG. (From 2024-2025)	Nov 23 YTD
Commercial Storage Gas	79,050	76,677	+3.1	79,753
Commercial Storage Electric	149,637	140,315	+6.6	134,550

Warm Air Furnaces

U.S. shipments of gas warm air furnaces for November 2025 decreased -8.4 percent, to 238,810 units, compared to 260,657 units shipped in November 2024. Oil warm air furnace shipments increased +9.5 percent, to 3,199 units in November 2025, compared to 2,921 units shipped in November 2024.



Year-to-date U.S. shipments of gas warm air furnaces increased +4.4 percent, to 2,980,361 units, compared to 2,853,618 units shipped during the same period in 2024. Year-to-date U.S. shipments of oil warm air furnaces increased +6.6 percent, to 28,741 units, compared to 26,949 units shipped during the same period in 2024.

Year-to-Date	Nov 25 YTD	Nov 24 YTD	% CHG. (From 2024-2025)	Nov 23 YTD
Gas Warm Air Furnaces	2,980,361	2,853,618	+4.4	2,756,793
Oil Warm Air Furnaces	28,741	26,949	+6.6	19,922

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

Size Description (000) BTUH	Month			YTD		
	2025 Total	% Change from 2024	2023 Total	Size Description (000) BTUH	2025 Total	% Change from 2024
Under 16.5	23,563	-23.6	17,508	Under 16.5	370,796	+0.5
16.5-21.9	38,957	-58.0	53,441	16.5-21.9	653,414	-40.5
22-26.9	68,326	-60.1	88,186	22-26.9	1,449,447	-26.9
27-32.9	55,332	-46.7	68,023	27-32.9	1,063,003	-24.8
33-38.9	77,766	-42.1	87,938	33-38.9	1,536,830	-13.8
39-43.9	25,190	-34.2	31,625	39-43.9	535,086	-10.7
44-53.9	40,414	-34.9	44,378	44-53.9	802,159	-10.6
54-64.9	31,447	-38.3	38,243	54-64.9	677,007	-6.5
65-96.9	6,107	-25.6	9,735	65-96.9	85,340	-14.0
97-134.9	4,953	-20.4	7,170	97-134.9	67,912	-19.0
135-184.9	3,553	-17.6	4,901	135-184.9	48,876	-11.6
185-249.9	1,679	-6.1	1,799	185-249.9	23,871	-4.0
250-319.9	1,028	-22.6	1,620	250-319.9	14,209	-20.7
320-379.9	369	+24.2	339	320-379.9	3,565	-11.7
380-539.9	249	-15.0	332	380-539.9	3,452	-17.3
540-639.9	203	-12.9	301	540-639.9	2,742	-15.2
640-799.9	129	+19.4	90	640 & Over	1,194	-18.1
800.0-899.9	53	+12.8	57	800.0-899.9	473	-21.2
900.0-999.9	55	+5.8	47	900.0-999.9	818	+3.2
1,000.0-1,199.9	34	+13.3	39	1,000.0-1,199.9	356	-21.9
1,200.0 & Over	63	-40.0	88	1,200.0 & Over	735	-28.2
TOTAL	379,470	-46.4	455,860	TOTAL	7,341,285	-19.9
						8,221,085

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.

- 1. **How do my colleagues subscribe to the report?** Go to <http://www.ahrinet.org/statistics> and click on **Subscribe**.
- 2. **What is considered a shipment?** A shipment is defined as when a unit transfers ownership; a consignment is not a transfer of ownership.
- 3. **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.
- 4. **Do you provide U.S. data by state?** 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.
- 11. **Where can I find the definitions for the products included in this report?** 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.



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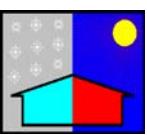
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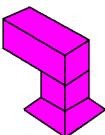


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