

TODAY'S A/C

& REFRIGERATION NEWS

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Tropic Supply HVACR Best Practices Road Show & Customer Appreciation Cookout (pages B6-B7)



SFACA 2023 Annual Golf Tournament at Deer Creek Country Club (see pages B4-B5)



PBACCA 31st annual Kingfish, Wahoo, Dolphin Tournament at Rivera Beach (see page 8)



ASHRAE Miami Past Presidents Recognition, and New Board Inductions (see page 18)



Baker Distributing Hosts Resideo Thermostat Event in Stuart Florida (see page 22)

HARDI v. EPA: Court Strikes Down Heavily Opposed Cylinder Ban and QR Code Tracking Requirements



Jeff Schlichenmeyer
Publisher

COLUMBUS, Ohio, June 21, 2023— On Tuesday, June 20, 2023, the U.S. Court of Appeals for the District of Columbia Circuit ruled in favor of Heating Air-conditioning & Refrigeration Distributors International (HARDI) et al. by striking down provisions of the Environmental Protection Agency's (EPA) allocation rule that would ban the use of non-refillable cylinders and require QR code tracking of refrigerant cylinders.

In 2020, the EPA was directed under the American Innovation and Manufacturing Act (AIM Act) to phase down the production and import of hydrofluorocarbons (HFCs), which are chemical compounds typically used as refrigerants in air-conditioning and refrigeration. Since it was first enacted, HARDI and the rest of the HVACR industry supported the AIM Act and continue to support the HFC phase-down and the rulemaking process EPA uses to implement it.

In 2021, as a response to the directive, EPA proposed the Phasedown Rule. Among other provisions, the rule included a proposed ban on non-refillable cylinders and required QR code tracking for individual cylinders.

Three trade associations, HARDI, Air Conditioning Contractors of America (ACCA), and Plumbing-Heating-Cooling Contractors (PHCC), along with Worthington Industries, a domestic manufacturer of refillable and disposable cylinders, filed petitions against EPA challenging the non-refillable cylinder ban and the requirement to track individual cylinders through the supply chain. On Tuesday, the court agreed with these challenges, and the EPA has been ordered to vacate these portions of the allocation rule. The EPA is allowed to appeal the decision.

A third challenge to the allocation rule, filed by a separate petitioner, would have eliminated the need for allocations to import HFC blends. This challenge

was rejected by the courts, a decision that HARDI supports.

HARDI CEO Talbot Gee celebrated the decision, saying, "This confirms HARDI's role in protecting wholesale distribution. Since 2021 when the rule was first proposed, we have sought feedback from our members about these provisions, and overwhelmingly, our membership rejected the need for refillable cylinders and a complex tracking system. HARDI has had a positive, multi-decade relationship with the EPA, and now we look forward to continuing to work with them on the successful implementation of the AIM Act."

HARDI, ACCA, and PHCC were represented by Jonathan Martel, Ethan Shenkman, and Stephen Wirth of Arnold & Porter. The lawsuit argued that EPA lacked the legal authority to implement the refillable cylinder and QR-code rules. In the final decision, Judge Justin Walker noted, "We agree. The EPA has not identified a provision of the AIM Act giving it the authority to require refillable cylinders or a QR-code tracking system."

EPA argued that the rules were necessary to prevent illegal imports of HFCs, and the agency could derive authority from the phrase "shall ensure" existing in the statute. However, the EPA has already demonstrated that the QR code tracking mandate and non-refillable cylinder ban are unnecessary to interdict illegal imports of HFCs. In 2022, in partnership with Customs and Border Patrol, EPA stopped HFCs equaling 889,000 metric tons of GWP from entering the country without the tracking or cylinder provisions in place. EPA is already well equipped to stop illegal imports without operationally burdening the entire HVACR supply chain.

HARDI's Director of Government Affairs, Alex Ayers, commented, "Since the passage of the AIM Act in 2020, the EPA has been diligently working to get the regulations in place for our industry to phase down the use of HFCs, but with the speed of these regulations comes bad ideas that will damage our members."

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In Loving Memory: Brigitte Coromoto Tuma

NOVEMBER 4, 1964 – JUNE 3, 2023



her dog Perro.

Brigitte left a beacon of light for all in her community and in the HVAC industry. Her bright smile and her cheer-

ful attitude will be greatly missed. Brigitte started her career in the HVAC industry over 30 years ago working for Pioneer Metals, who was then purchased by Goodman Manufacturing.

She worked in various positions, including purchasing, accounts payable, warranty processing, customer service, and branch manager.

Brigitte enjoyed working with people, and was a mentor, who helped many people towards achieving their goals.

A visitation for Brigitte was held on Friday, June 9, 2023 from 11:00 AM to 11:00 PM at Caballero Rivero Woodlawn South, 11655 SW 117 Ave, Miami, Florida 33186

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If you are in a government bidding situation where the plans are specific and the project is laid out, then yes, you need to have the lowest price to win the work, most of the time. If one bid is significantly lower than everyone else's bid, that bid might not win.

However, in government bidding situations, the lowest price generally wins. And, the company that submits that lowest price prays for change orders to be profitable.

For everyone else, it really frustrates me when I hear this. The reality: when people cannot see the difference between two products they perceive as equal, they usually choose the lowest price. So, if you want a higher price, explain higher value.

I did a series of financial trainings for territory managers this past spring. Many told me that their

customers told them they had to have the lowest price to get a job. When asked, they believed that price was the issue. Their belief was that everyone bought on price. So, the territory managers had to have the lowest price before these contractors would buy from them.

If that were the case, then no one would sell higher priced products and we would be in a commodity situation where all pricing was equal. And yes, in that case, there is a race to the bottom – for the cheapest price!

Will there be times that customers won't buy? Of course. It's often been said that people buy at the speed of trust. If they trust you quickly, then they will buy from you quickly. If they don't trust you, they won't buy until they do. And, if they never trust you, then they won't ever buy from you.

If you can't explain value and why someone should buy from you, then the prospect probably won't buy from you.

Selling on price alone doesn't work in the long run. Many times customers who bought "the cheapest thing" can't find the company who installed the product. Then you get a call. Make sure that you charge appropriately – you will be responsible for that company's shoddy work since you touched it last.

In addition, selling on price alone is the reason that Val-pak doesn't work, in my opinion, for the long term. Every study I have done with contractors who have used Val-Pak shows that these people are interested in the lowest price only.

You get the low price sale mentioned in Val-Pak, but at what profitability?

My experience is that people who call are not loyal. They don't invest in maintenance plans. They are the 20% who always buy on price. If you're not in Val-Pak the next time, they will call a contractor who is. (NOTE: If you have different results and are willing to share, I'd love to talk with you about your results...I'd love to be proven wrong in this one!)

Unless you are WalMart or Amazon whose sales volume is in the billions, if your profits aren't high enough with a reasonable net profit per hour, you don't have the cash to give raises, buy trucks, invest in training, and other necessary things to find and keep great employees.

So, do you want customers who appreciate value, are loyal to you, and allow you to earn a reasonable profit... or do you want customers who only buy on price? The choice is yours.

Next Topic:

How to Have a Financially Fit Business

This is one of those rare Contractor Cents that promotes a personal product – something that can help you in your business. It's been over a year of development and "my baby is finally born!"

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ASHRAE Concludes Successful 2023 Annual Conference in Tampa



2023-24 ASHRAE President
Ginger Scoggins

ATLANTA (June 30, 2023) – The 2023 ASHRAE Annual Conference, held in Tampa, Florida, concluded on June 28 with resounding success.

The event brought together industry leaders, researchers and professionals in the heating, ventilation, air conditioning and refrigeration (HVAC&R) industry to exchange knowledge, explore advancements, and foster collaboration. More than 2,050 HVACR industry professionals attended the five-day conference and committee meetings.

Ginger Scoggins, P.E., Fellow ASHRAE, took office as the 2023-24 ASHRAE President. During her inaugural address as president, Scoggins introduced ASHRAE's new Society Year theme, "Challenge Accepted: Tackling the Climate Crisis." She highlighted the climate change migration that has taken place globally in the past 50 years and spoke about ASHRAE's commitment to providing resources and thought leadership in global building decarbonization.

"We have worked to integrate a carbon-reduction focus throughout our ASHRAE committees, councils, and leadership and provide our industry with a clear indication of our commitment to this issue," said Scoggins. "We have several other initiatives underway, with a plan for their completion during this society year. ASHRAE has accepted the challenge of our time... and we need you to join us."

ASHRAE also announced the approval of its much anticipated pathogen mitigation standard, ASHRAE Standard 241, Control of Infectious Aerosols. This groundbreaking standard is a major step forward in reducing the risk of infectious disease spread in buildings. Standard 241 is available for presale now.

During the President's Luncheon, ASHRAE presented a special Presidential Certificate of Honor to former White House COVID-19 Response Coordinator Dr. Ashish Jha for his advocacy during the pandemic that led to greater White House indoor air quality investments including the release of a National COVID-19 Preparedness Plan and the Clean Air in Buildings Challenge. In his acceptance speech, Dr. Jha praised ASHRAE's leadership through the development of Standard 241 to improve indoor air quality as a critical public health intervention in controlling the spread of infectious disease.

"This effort to try to improve indoor air quality and reduce the burden of respiratory pathogens is something we have talked about at the White House – a lot of experts have been talking about it," said Jha. "Talking is important, but what ASHRAE did over the last six months in building out Standard 241, that just got approved, fundamentally changes the game. It is one of the most important public health interventions I have seen in years, if not decades. It is really heartening to see this organization take a central role in tackling the biggest challenges facing human health in the U.S. and around the world."

During the plenary session, Jeff Littleton, ASHRAE Executive Vice President and Secretary, reported on the Society's current initiatives and in his farewell address, outgoing 2022-23 ASHRAE President Farooq Mehboob reflected on his presidential year and the accomplishments realized through the 2022-23 Society theme, "Securing Our Future."

"In my inaugural presidential address, I spoke about the era of unpredictability that we are facing," said Mehboob. "I reminded you that the future does not belong to those who sit and watch, but instead we must seek it create it and secure it. I have been amazed by the dedication of our volunteers and staff who have tirelessly worked to move our society forward and secure its future." The 2024 ASHRAE Winter Conference will take place January 20-24 and the AHR Expo, January 22-24 in Chicago, Illinois.

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HARDI v. EPA: Court Strikes Down Heavily Opposed Cylinder Ban and QR Code Tracking Requirements

(continued from cover story)

We continue to fight back with all of our available resources to stop these bad ideas from being implemented. HARDI is happy to see the court agree that the EPA exceeded its authority in banning non-refillable cylinders and requiring the tracking of every cylinder used at consumers' homes and businesses. HARDI and the entire HVACR industry remain supportive of the HFC phase down, and we look forward to continuing to work with the EPA in achieving the goals of the AIM Act."

HARDI acknowledges that the outcome was made possible primarily due to the support of its Legal Defense Fund. "While it's unfortunate to need a legal defense fund, it's a testament to the association's leadership, members, and team that HARDI can fund such important protections of our members' interests," explained Rhonda Wight, Chairwoman of the HARDI Board of Directors and President and CEO of Refrigeration Sales Corp. "The HARDI legal team did an exceptional job arguing the importance of federal agencies remaining within the bounds of the authorities granted to them by Congress."

The association is continually grateful to its members and the HVACR community for its support of the fund, its support of the association, and for backing its advocacy programs.

HARDI (Heating, Air-conditioning and Refrigeration Distributors International) is the single voice of wholesale distribution within the North American and Latin American HVACR markets.

A non-profit association, HARDI serves its members through government affairs and advocacy efforts, market intelligence and benchmarking, training programs, and world-class events.

July 2023 Mini Trade Show

DORAL
TUESDAY
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Johnson Controls Wins 2023 Microsoft Global Independent Software Vendor Partner of the Year

CORK, Ireland — June 27, 2023 — Johnson Controls (NYSE: JCI), a global leader for smart, healthy, and sustainable buildings, today announced it has won the 2023 Microsoft Global Independent Software Vendor (ISV) Partner of the Year Award.

“Our OpenBlue connected solutions run on Microsoft Azure and use the power of data to put smart, healthy, sustainable buildings within reach for businesses around the world,” said Vijay Sankaran, chief technology officer at Johnson Controls. “From hospitals, universities, and schools to stadiums, airports, ships, hotels, factories, retailers, banks and offices – our combined digital capabilities are empowering customers in every industry to create healthy safe spaces for people and the planet.”

Johnson Controls was honored among a global field of top Microsoft partners for demonstrating excellence in innovation and implementing customer solutions utilizing Microsoft technology. Johnson Controls OpenBlue is a comprehensive suite of connected solutions using the cloud, edge, AI, and machine learning to break down data siloes and connect core building equipment and electrified systems. Customers can use OpenBlue to manage entire buildings, or a portfolio of buildings, to achieve a new dimension of indoor health and well-being, along with cost, energy, emissions, water, and waste savings.

Nothing demonstrates the power of Azure plus OpenBlue to accelerate decarbonization more than the first-hand experience of customers and partners. In July 2020, when Derwent London pledged to achieve net zero carbon emissions by 2030, it became the first UK-based real estate investment trust (REIT) to provide a detailed pathway to achieve its target. Derwent London’s program goes well beyond traditional net zero journeys. Derwent turned to Johnson Controls to

help reach its ambitious decarbonization targets and simultaneously create healthier indoor spaces for its tenants.

“As we work towards 2030, our highly collaborative partnership with Johnson Controls means we’re constantly going to find new ways to innovate and fine-tune our portfolio,” said Michael Simons, digital and innovation manager at Derwent London. “They are truly experts in driving smart, healthy, and sustainable buildings, and offered value at every opportunity. Johnson Controls has decades of experience with building products, services, and solutions, which is now complemented by their digital platform.”

Johnson Controls also has launched a growing international network of OpenBlue Innovation Centers that serve as regional knowledge hubs, allowing public and private leaders to see for themselves how to use digitalization to accelerate climate action.

“Nobody can win the climate race or protect people from the health impact of global challenges alone, but together we can,” said Rodney Clark, chief commercial officer at Johnson Controls. “Climate change is a defining theme of this century. Almost 40% of global emissions come from buildings, and the world has only seven years to reduce total global emissions by at least 43% to keep global warming to 1.5° Celsius. Johnson Controls and Microsoft are united in our mission to use digitalization to accelerate the net zero transformation of buildings globally.”

Johnson Controls is using OpenBlue to accelerate its own net zero journey. Since 2017, the company has cut its own absolute emissions by more than 455,000 metric tons and reduced absolute customer emissions by over 18 million metric tons – roughly equal to the carbon sequestered by 300 million trees grown for 10 years.




A-Gas to Exhibit at 2023 RefriAmericas Conference in San Juan

RHODE, TEXAS, – A-Gas, a world leader in environmentally responsible lifecycle refrigerant management, announces their attendance at the July 2023 RefriAmericas Conference in San Juan, Puerto Rico. Over two days, from July 26-27, A-Gas will educate visitors at booth #325 on the benefits of lifecycle refrigerant management practices, from use to reclamation or safe destruction. This is an incredible opportunity for HVAC industry leaders to learn about the critical ways we can seek greater efficiencies and make better use of what we already have, helping to deliver the next generation of cooling.

In order to be effectively reclaimed and re-used, refrigerant gases must be properly recovered. Releasing these gases into the atmosphere to dispose of them is not only illegal, but it also eliminates these valuable gases from the supply chain. Through proper recovery and reclamation, refrigerant gases such as HFCs can be reintegrated back into the supply chain. With the influx of legislation prompting the phase-down of virgin HFC production and importation, recovery and reclamation will ensure businesses have a stable supply of high-quality refrigerant gases, even as supply chains tighten. Furthermore, businesses can sell their used refrigerants for reclamation through refrigerant buyback programs, adding a new revenue stream and incentivizing the move towards a net-zero future.


A-Gas is the world leader in the supply and lifecycle management of refrigerants. Through heavy investment in state-of-the-art recovery and reclamation technology, A-Gas is able to provide businesses with EPA-certified recovery services to facilitate a more circular economy. Businesses looking for ways to better their sustainability practices and contribute to the circular economy can look to A-Gas to provide high-quality reclaimed refrigerant gases. A-Gas offers an extensive line of fluorinated and un-fluorinated refrigerants.

From Rapid Recovery® to Rapid Exchange®, A-Gas brings EPA-certified refrigerant gas recovery and cylinder exchange services directly to their customers. Plus, through Refri-Claim, A-Gas provides wholesale suppliers and their customers a way to access reclaimed refrigerants and participate in the circular economy. Learn more about A-Gas’ offerings: <https://www.agas.com/us/products-services/refrigerant-services/>



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Ralph Kaylor, Mark Brady, Bryce Kaylor, and Mark Hartig of RL Kaylor Air Conditioning with their 1st place winning catch of a 51.4lb kingfish



Jose Chalhoub, Keith Dunn, Johnny Chalhoub, and Ibrahim Chalhoub of Cedars Electro Mechanical with a nice kingfish catch of 23.1lb



Trent Morris displaying their catch, Clyde Morris, Callie Sufco, and Tom Schaefer of Southern Air Conditioning



Cade Pavlakos of Malloy AC with his catch of a 18.1lb kingfish



Dick Ottoway, Jenny Otowchits, and Don Connely holding the kingfish catch, crew Garrett and Spencer of Seagate Construction



Third Prize of \$500 was awarded to Chris Aiello of Toucan Press with his catch of a 23.4lb kingfish



Jr Angler, sponsored by Sue from Tropic, was awarded to Cade Pavlakos of Malloy AC with his catch of a 18.1lb kingfish



Kingfish • Dolphin • Wahoo
Tournament - Rivera Beach Marina
June 17th, 2023

There was a cloudy sky, calm sea, and simply just another day in paradise for the High-E-Fishin-Sea XXXI event. The Palm Beach Air Conditioning Contractors Association's 31st annual Kingfish, Wahoo, Dolphin Tournament, was held at the Rivera Beach Marina on June 17th. Special thanks to the Riviera Beach Marina for hosting and Rafiki Tiki catering a successful event.

The Tournament was a great deal of fun for those who attended! Twenty boats participated, with 90 fishermen. More than \$2,000.00 was raised for the Maurice J. Jacobson Scholarship Fund, exceeding our expectations. We are delighted and these earnings will go directly for scholarships to be awarded this year.

PBACCA President Elect Kelly McCann, V Pres Steven Castillo, and Past Presidents Jim Pickard and Steve Sparks, served as weigh masters for the tournament this year.

Trifecta of \$500 Sponsored by CMI was won by Peter Montana. Several great raffle prizes were awarded. The Grand prize raffle of a 65" flat screen Roku TV was won by Keith Dunn of Cedars Electro-Mechanical.

1st place trophy went to Brice Kaylor of RL Kaylor Air Conditioning with his catch of a 51.4lb kingfish. 2nd place went to Randy Nicholas of CMI Air Conditioning with his catch of a 28.6lb kingfish. 3rd place went to Chris Aiello of Toucan Press with his catch of a 23.4lb kingfish. Special thanks to all the sponsors that made this years PBACCA fishing tournament possible. Shirts provided by Tropic Supply and Hats by Unifirst!



Steve Castillo, Rob Mayhew, Jim Pickard, Kelly McCann, and Steve Sparks at the weighmaster scale



Second Prize of \$750 was awarded to Randy Nicholas of CMI Air Conditioning with his catch of a 28.6lb kingfish



Lady Angler, sponsored by Don Taylor "retired" was awarded to Ana Paladino, of Malloy AC with a kingfish catch of 10.7lb



Mike Skiles, Chris Wade, John Pollack, Randy Nicholas, and Dominic Pollack of CMI Air Conditioning with their 28.6lb kingfish



Kelly McCann, Terrance McCray, Chris Rhoads, Jim Pickard, Todd Boorstein, and Mike Carlson of CMI Air Conditioning with two kingfish



First fish of the day by Chris Aiello of Toucan Press with his catch of a 23.4lb kingfish



Jim Holman and John Sterling of Johnstone Supply Ware Group caught four nice kingfish with biggest at 21.6lb



Mark Harding of Shoreline AC with Arturo Alba of Arco Supply



First Prize of \$1000 went to Brice Kaylor of RL Kaylor Air Conditioning with his catch of a 51.4lb kingfish



Calcutta Winner of \$1200 was awarded to Randy Nicholas of CMI Air Conditioning with his catch of a 28.6lb kingfish



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It’s Time for Change in HVACR Education Partnering for a More Efficient Future

The HVACR industry is at a critical juncture as it transitions towards new technologies and renewable energy sources, phasing out many traditional fossil fuel-based systems. This shift necessitates a fundamental change in the way we educate and prepare the HVACR workforce. HVAC Excellence recognizes this need for transformation and highlights an important opportunity to reduce false warranty claims while enhancing education in the industry. By forging partnerships between educational institutions and manufacturers, the National HVACR Education Conference can play a vital role in meeting the evolving demands of the industry.

As society becomes increasingly conscious of the environmental impact of energy consumption, there is a growing demand for more efficient HVACR systems. This calls for a paradigm shift in the way we approach education and training in the industry. The current curriculum must be updated to encompass emerging technologies and sustainable practices, ensuring that HVACR technicians are well-equipped to work with the latest energy-efficient products.

Manufacturers play a pivotal role in driving innovation and developing cutting-edge HVACR systems. It is imperative that these manufacturers collaborate with educational institutions to keep instructors updated on industry advancements and equip them with the necessary knowledge to effectively teach new technologies. By bridging the gap between manufacturers and educators, we can ensure that the HVACR workforce remains relevant and well-prepared for the future.

As the HVACR industry evolves, so too must our approach to education and training. To successfully navigate the transition towards more efficient products and sustainable practices, it is imperative that educational institutions and manufacturers join forces. The National HVACR Education Conference serves as a catalyst for collaboration, enabling partnerships that will shape the future of HVACR education. By embracing change, we can ensure that the HVACR workforce is equipped with the knowledge and skills necessary to meet the challenges of a rapidly evolving industry. Visit escogroup.org for more information.

Effective July 1, 2023, New Law On HVAC Manufacturer’s Warranty Transfer

On June 23, 2023, Governor DeSantis signed HB 1203 into law. Effective July 1, 2023, the law provides for the following:

1) When residential real property that includes a heating, ventilation, and airconditioning (HVAC) system is conveyed to a new owner, a manufacturer’s warranty in effect for the system (or a component of the system) is automatically transferred to the new owner, and shall continue to be in effect as if the new owner was the original purchaser.

2) Warrantors for HVAC systems continue to be obligated under the terms of the original manufacturer’s warranty agreement for warranties transferred under this law and may not charge a fee for the transfer of the warranty. However, the transfer of a warranty does not extend the remaining term of the warranty.

3) A manufacturer’s warranty for an HVAC system is deemed registered with the manufacturer if :

a) a contractor licensed under part I of Chapter 489 installs the new HVAC system; AND

b) provides the manufacturer of the HVAC system with the certificate of occupancy (for HVAC systems installed in new construction) OR the serial number of the HVAC system that was installed for existing construction.

Additionally, the law requires that:

Contractors licensed under part I of Chapter 489 who install new HVAC systems MUST document the installation through an invoice or receipt and provide the invoice or receipt to the customer.

A New, Easy Way to Find and Seal HVAC/R Leaks with GLO Seal from Spectroline



MELVILLE, NY—Spectronics Corporation announces the release of the GLO Seal™ Single-Use Syringe Injector & Dual Adapter kit under their Spectroline brand. The GLO Seal syringe and adapter kit, SPE-SDSK-CS, contains a 0.3 oz (10 ml) syringe prefilled with GLO Seal, and one dual adapter for injecting into the system. GLO Seal is an OEM-Grade fluorescent UV dye

combined with a powerful non-polymer sealant that can treat up to 2.5 tons (8,79kW) of cooling in this delivery method. The inexpensive price point allows for flexible entry into various different markets and applications.

The single-use disposable syringe injector is new for Spectroline and offers a convenient way to inject into the system with no additional tools needed. However, what makes this kit unique is the new Spectroline pivoting dual adapter. This was designed to treat systems with ease as a versatile 2-in-1 tool that easily switches from ¼” and 5/16th flare fittings.

The kit provides a fast and easy way to find and fix AC leaks and is a key component to have on hand to extend equipment lifespan, eliminate callbacks and prevent costly breakdowns through its 24/7 continuous leak detection and ongoing sealing.

As ductless mini-split systems are increasing in popularity due to their convenience of zoned comfort, energy efficiency, ease of installation, flexible sizing/configuration options, built-in air quality filters, and ability to provide both heating and cooling, Spectroline’s new product is the perfect complementary tool. The new GLO Seal with Single-Use Syringe Injector & Dual Adapter finds and seals every leak in mini-splits and small appliances alike.



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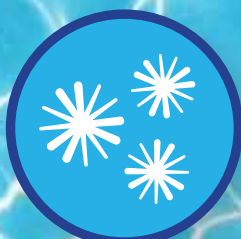
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T3 - South Miami
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Tropic Supply: Best Practices
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T11 - Cape Coral

Sporlan: One-Stop Service
Calls with Q/BQ
Valve Truck Stock

Allied: Increasing Profits w/
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T10 - Naples

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Performance Pointers

By James Ball



Technicians – Use Key Performance Indicators to Improve

High-performing technicians know their responsibilities and how to exceed customer expectations. Technicians benefit when they see the big picture and understand the cost associated with keeping them on the road. If you are a technician, you are an integral part of your company's plan to take care of customers. Unfortunately, it is very easy to become a liability as well. Let's take a look at how to become a high-performing technician and why it's important to you.

Measure, Don't Guess

High-Performance HVAC Contractors measure, they don't guess. It follows, then, that High-Performance Technicians also measure. Most technicians love to head over to the outdoor unit and take pressure, temperature, and electrical measurements. You understand better than most that measuring is critical to understanding how the HVAC system performs. It is puzzling then when a good technician doesn't want to measure their own performance. It's like a kid's T-Ball game, no one knows the score or what inning it is. Great technicians need to know the score, so they know how well (or poorly) they are performing.

What Key Performance Indicators, or KPI's, can you use to measure and know your score? Here are some suggestions:

Service visits per day / Maintenance visits per day / Call backs / Travel time / Billed hours / Worked hours / Collected revenue / Warranty visits / Accessories offered / Accessories installed / Maintenance agreement opportunities / Maintenance agreements converted / Equipment upgrade leads.

Whichever KPI's you decide to measure, there needs to be a clear, written definition of each.

For example, for me, a call back was any return to the customer's system within 30 days. I have heard others say a call back is a return visit for the same issue, or a return visit to perform the same repair. It doesn't matter which definition you use, just define the KPI so the measurement is the same. As you decide to create your own scorecard, you may want to discuss with your manager or the company owner what KPI's are important to them.

The reason to keep a scorecard is to have a clear evaluation of performance. Many HVAC contractors have no evaluation or stated expectation for their employees. A high-performance technician wants to be evaluated. They need to know how they are performing, and the level of performance needs to be compared to an expectation. If you work for an organization that does not measure performance, you can use a personal scorecard to measure. Start by keeping track of one or two KPI's mentioned above and honestly measure your performance at each customer contact to see your strengths and weaknesses.

Let me share some experiences from when we started measuring performance.

Mr. Patience

Technician A, who we'll call Eric, worked for me for many years. Eric was well liked, requested by my customers, and well thought of by his co-workers. He was willing to work and sincerely wanted to take care of our customers. He was kind and personable with our dispatchers and our customers. We started measuring and found that Eric had an extremely high diagnostic only rate and a high average time per visit. He would go to a call and when he couldn't find a problem, he would only charge the diagnostic fee. Our service manager began requiring Eric to call him on every visit when he couldn't find any issue. After a few weeks we began to understand that Eric was weak with airflow issues. Our weekly training session began teaching static pressure measurements and how to read the manufacturers airflow charts. Within several training sessions, Eric began to solve airflow issues on his calls. He improved himself and improved our ability to take care of our customers.

Mr. Brash

Technician B, who we'll call Nick, worked with me for many years as well. Nick was hard to deal with, very demanding, blunt, and brash. If our office hesitated dispatching Nick, he was going to make sure that everyone was as unhappy as he was about the delay. Nick was not the type to help other co-workers, but he had a good reputation with our customers. We started

measuring and quickly realized that Nick was a great problem solver. He had our lowest callback rate and our highest billable hour rate, twice most other techs. Now Nick wasn't the guy to receive the mister congeniality award, but when I wanted to get something done, he was the man. Nick became our go to guy for callbacks, he could solve problems most other technicians could not. His ability to work quickly and efficiently meant the issue could be resolved with the least interruption for the customer.

Measuring is the key. Ideally management will have KPI goals for each technician. However, if there are no goals, you can start comparing today's measurements to yesterdays or this week's totals to last week. Then work to improve on each call. Great technicians will realize the training they need and areas where they have strengths. A wise service manager will want to evaluate the results of the score cards to help technicians improve themselves as well as understanding their value and compensating them accordingly.

If I were still on a truck, I would measure myself so I could make sure to take the best care of my customers and improve my worth. I know measurement would allow me to take control of my career.

Measure – don't guess!

Jim Ball has been involved in the HVAC industry all his life. He's been a long-time National Comfort Institute (NCI) shining star and an effective implementer of High-Performance HVAC. Jim recently sold his family HVAC service company and looks to give back to the industry through contributing his knowledge and experience with NCI. He hopes to help HVAC professionals move forward with the implementation of high-performance HVAC processes.

If you're an HVAC contractor or technician interested in learning more about High-Performance HVAC, contact Jim at jimb@ncihvac.com or call him at 800-633-7058. NCI's website www.nationalcomfortinstitute.com is full of free technical articles and downloads to help you improve your professionalism and strengthen your company.

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HVAC School
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Equivalent Length Merry-Go-Round

By Bryan Orr



Bryan Orr

I recently read a tech tip by Matt Bruner about using the Manual D process. In the article, he designed a duct system for a small job using a ducted mini-split. One thing I noticed about his design was that the supply and return duct velocity was fairly low compared

to the arbitrary 900-feet-per-minute supply and 700-feet-per-minute return that Manual D uses as limits and a basis for the rated equivalent lengths.

Being that I recently spent a week in Punta Cana, laying on the beach and reading the ACCA manuals front to back (you can tell I'm the life of the party), his article made me think about a small section towards the back of the book that I ended up revisiting in Appendix 3 on page 108. This appendix is titled "The basis for equivalent lengths." I remembered there was a formula that made it possible to correct equivalent lengths based on actual velocity.

I sent Matt a message, saying, "You know, in reality, the equivalent lengths on that job are much less than what you have shown in the article." Matt sounded interested—but probably more annoyed with me randomly quoting a tiny excerpt from the residential air flow Bible that is Manual D.

I thought it would be an exciting project to do the math on his duct system to determine the equivalent lengths. I expected to find a reduction in almost all of his duct sizes and a slightly different friction rate. If you're going to do the math, this is not a one-and-done type of problem. It is an iterative process that needs to be repeated until you are satisfied with the results.

This process might make little sense to you—why would the math have to be done over and over again? Think of it like riding a merry-go-round as a child; do you think you would be satisfied with just one time around? I compared it to a merry-go-round because when my kids were young, they could ride all day long and still be disappointed when they had to get off.



Let's look at the math so you can understand my comparison. So, my first time around, the equivalent lengths had a drastic reduction, wildly increasing my friction rate way outside of the ACCA wedge. The second time around, the opposite happened, and I ended up with an insanely low friction rate.

At this point, I started calling the people I knew that are far more intelligent than me on these topics. My first call was to Ed Janowiak. Ed is the manager of HVAC design education at ACCA. I explained my conundrum to him. He said that if you are going to do the math, you have to keep doing it until you are satisfied with the results.

I ran through one more iteration and then became further discouraged. So, I decided to call Alex Meaney. Alex is a Design Consultant at Mean HVAC and a former Wrightsoft trainer. I explained the situation and asked for his guidance. Alex told me that specific programs have a feature that will perform this calculation for you when performing a Manual D. He agreed that it is an iterative process that might take ten tries—or maybe even 500 tries—to get it right. Alex cautioned me about the journey down this path; what he said makes a lot of sense: Manual D has a bit of cushion built into it. This fact can be handy in a real-life situation when a plumber installs a pipe in your way or the builder forgot to mention the steel beam that is right in the path of your duct run.

Even the most skilled designers will only anticipate some things that happen, and you have to end up going around things—in other words, altering the original design. Minor tweaks to a duct design made me anxious that something wouldn't work right. The cushion in Manual D can often protect you from these types of situations.

I'm not saying it's okay to loop a duct around the house three times randomly, but if you have an extra elbow here or there, it probably isn't the end of the world. On the other hand, if you actually correct for velocity, you are removing the cushion in the design—this means you have no margin for error.

So, how do you know if and when your design has a cushion? The tip Alex gave me was to look at the velocity of your system. Suppose the actual velocity based on the calculated friction rate is close to the 900 FPM supply and 700 FPM return (in Manual D). In that case, the equivalent lengths in your design are close to reality—this means taking heed when randomly making field changes.

Doing this math by hand has made me not want to do it again. I realized that there are items in Manual D that are there to protect you and ensure that your customer will have a system that they are happy with. If you've followed Manual D and tested your designs after installation, I'm sure you found that many systems run at a lower external static pressure than designed. I scratch this up as a win. This means that if we follow the process, we will provide our customers with an efficient and comfortable home while reducing future equipment issues. I'm good with that, and it makes sense why this is a small little blip in the back of the book.

—Adam Mufich

P.S. — The ESCO Institute HVACR Learning Network has a useful free webinar about friction rate that includes a section about equivalent length. The course is taught by Ed Janowiak from ACCA, and you can qualify for NATE credits by watching it. You can learn more about it by checking out ESCO Institute's All-Access Subscription Bundle at <https://hvacschool.com/esco-all-access>.



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RectorSeal® Adds New Lineset Insulation Products for Complete Code-Compliant Air Leakage

Houston, TX, June 1, 2023 – RectorSeal LLC., a leading manufacturer of quality HVAC/R and plumbing accessories, has announced the release of new code-compliant HVAC lineset jackets offering protection from wind, code-compliant UV rays, and abrasion.

With the growth of new building code regulations requiring the protection of foam insulation on HVAC linesets, RectorSeal now offers durable UV-resistant PVC foam insulation jackets providing a simple, easy, and compliant solution for HVAC contractors. The innovative hook and loop fastening system is bonded and sewn for extra adherence. That allows the lineset insulation jackets to be both removable and reusable for easy installation and maintenance. Available in three wall sizes, the system lineset jackets are designed to fit residential and commercial ducted and ductless HVAC systems.

Additional features of the lineset jackets include a Class II Vapor Retarder Per ASTM-E96 Water/Vapor Permeability Test. Further, they provide a secure, breathable, tight fit, covering multiple lineset diameters, and do not fray when cut to size.

“The addition of our new lineset jackets is a perfect complement to our Outset Seal products,” said Jeff Underwood, Senior Vice President Sales and Marketing at RectorSeal. “We now have an end-to-end protection system for HVAC linesets from wall penetration to condensing unit. We strive to provide our customers with optimal solutions that offer added protection and code compliance regardless of the product category.”

Since 1937, RectorSeal has offered products that have built a steadily growing and loyal following among contractors due to differentiated and proven product performance. Further, the company is often the first to tackle and solve challenges professional trade contractors face.

Please visit www.rectorseal.com for additional details, and follow us on LinkedIn, Facebook, YouTube, Instagram, and Twitter for the latest product enhancements and news.

RectorSeal, LLC, a

wholly owned subsidiary of CSW Industrials, Inc, is a leading provider of quality solutions for the professional trades serving the heating, ventilation and air conditioning (HVAC/R), plumbing, electrical, and construction markets.

For more information about RectorSeal's innovative products and brands that increase efficiency and improve reliability, please visit www.RectorSeal.com. CSW Industrials is a diversified industrial growth

company with industry-leading operations in three segments: Contractor Solutions, Engineered Building Solutions, and Specialized Reliability Solutions.



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

U.S. shipments of central air conditioners and air-source heat pumps totaled 712,049 units in April 2023, down 24.3 percent from 940,462 units shipped in April 2022. U.S. shipments of air conditioners decreased 29.3 percent, to 418,975 units, down from 592,889 units shipped in April 2022. U.S. shipments of air-source heat pumps decreased 15.7 percent, to 293,074 units, down from 347,573 units shipped in April 2022.

Year-to-date combined shipments of central air conditioners and air-source heat pumps decreased 15.6 percent, to 2,848,973 units, down from 3,374,535 units shipped during the same period in 2022. Year-to-date shipments of central air conditioners decreased 22.0 percent, to 1,585,783 units, down from 2,032,270 units shipped during the same period in 2022. The year-to-date total for heat pump shipments decreased 5.9 percent, to 1,263,190, down from 1,342,265 units shipped during the same period in 2022.

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ASHRAE Miami Technical Meeting - Steady On the Throttle-Part Load Compressor Tech and Applications, Past Presidents Recognition, & New Board Inductions

ASHRAE Miami Chapter held their Technical Meeting June 13th, 2023 at 6:00 pm at Las Vegas Cuban Cuisine - Doral Turnpike, 11500 NW 41st St, Doral, FL 33178. Before the presentation, ASHRAE Miami recognized their Past Presidents and their new Board Inductions.

The presentation was titled “Steady On the Throttle - Part Load Compressor Technologies and

Applications”, by Mark W. Fly, PE an ASHRAE Distinguished Lecturer. This presentation discussed how these technologies work as well as the efficiency and space control that can be achieved with each by: 1- Discovering why variable capacity control is desirable, necessary and critical to certain applications. 2- Understanding the different types of compressors that are most commonly used in

unitary HVAC equipment. 3- Review the different methods of capacity modulation and the pros and cons of each. 4- Analyze the different trade-offs on each modulation type in terms of cost, precision, efficiency, control complexity, and equipment life.

There is also a new Region XII website. Visit at <https://region12.ashraeregions.org/> . Join ASHRAE and become a member!



Mark W. Fly of AAON, Jose Alvares of Danfoss, and Enrique Benedetti of Fincantieri



Gary Bauer of Reliable Controls, Orlando Arana of O.A. Viandra Reyes of EXP, Sonia Arranaga of Daikin, and Haleh Moghaddasi of EXP



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Eric Shea of Shamrock, Daniel Marrero of Protec, Joshua Corredor and Jose Martinez of ICS, and Denis Schiavi of Sifim



Tony Franyie Jr. and Tonny Franyie Sr. of Franyie Engineers, Frank Suranyi and Mark Dillard of AccuAir, Alfredo Sotolongo Jr. of Protec



Mathew Bendetowies of Wilson and Girgenti, Adrian Sanchez of Protec, Jose Guzman of HDF Design, Christian Guzman and Nicolas Schonborn of Protec



ASHRAE Past President Tulia Rios awards Alfredo Sotolongo Sr. a special Chapter Presidential award



Past Presidents: Rafael Palacios 80-81, Tulia Rios 18-20, Alfredo Sotolongo Sr. 90-91, Victoria Garcia-Massimo 20-22, and Alfredo Sotolongo Jr 99-01



The technical meeting on “Steady On the Throttle” was presented by Mr. Mark W. Fly, PE of AAON, who has over 40 years of experience in the HVAC Industry



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2024 AHR Expo Innovation Awards Submissions Now Open; Accepted through July 25, 2023



WESTPORT, Conn., June 14, 2023 – The AHR Expo (International Air-Conditioning, Heating, Refrigerating Exposition) 2024 Innovation Awards call for entries is now open. Entries will be accepted through July 25, 2023. The competition, held annually, looks to honor the most innovative and original products, systems and technologies to be featured on the floor in Chicago’s McCormick Place January 22-24, 2024. Exhibitors with a signed contract are encouraged to submit new or upgraded products. To request more information or to receive forms for entry, please email info@ahrexpo.com. Debuted in 2003, the Innovation Awards provide an opportunity to highlight those in the indus-

try who are pushing boundaries to create innovative solutions for existing and arising challenges. What’s more, they honor the most inventive, useful and original products, systems and technologies disrupting the HVACR market today. Winners are selected from ten industry categories, including: building automation; cooling; heating; indoor air quality; plumbing; refrigeration; software; sustainable solutions; tools & instruments; and ventilation. Entrants are evaluated by a panel of third-party judges selected by ASHRAE for their knowledge and experience within their area of expertise. Scores are tabulated and recognition is then given to winners and finalists demonstrating the highest levels of innovative design, creativity, application and performance, product and solution value and market impact. In addition to category winners, one overall Product of the Year winner will be announced

and awarded at the show. This prestigious honor is awarded based on exceptional leadership in HVACR innovation. “The Innovation Awards competition has grown along with the industry,” said Mark Stevens, manager of AHR Expo. “HVACR has been tested with new and emerging goals and challenges in recent years and the birth of new ideas, products and technologies has exploded as a result. The Awards have reflected this boom and our entrants as a whole are shaping the industry as we know it.” Stevens continued, “The winning companies continue to define the future of the industry and provide new and exciting avenues for growth. We look forward to highlighting those in the industry taking the lead with innovation.” Winners will be invited to attend a special reception in Chicago where they will be presented with their award. Additionally, winners and finalists will receive acknowl-

edgement in print and online features highlighting the Innovation Awards in major industry publications, on the AHR Expo website, and on all AHR Expo social media channels. All confirmed exhibitors for the 2024 AHR Expo are eligible to enter the Innovation Awards and may submit one product in each category. Submitted products will not be considered if they have previously been a category winner. To be considered, products must be exhibited at the 2024 show and must be available for purchase by the end of February 2024. Completed entry forms, along with a non-refundable \$150 entry fee, must be submitted no later than July 25, 2023. Entry fees for the 2024 Innovation Awards (approximately \$25,000) will support AHR Expo’s Workforce Development initiative through partnership with a Chicago area HVAC student training program as a means to strengthen the future of the industry. Learn more about the AHR Expo Workforce Development program here.

The AHR Expo is the essential event for HVACR professionals, attracting the most comprehensive gathering of the industry from around the globe each year. For more information about the 2024 AHR Expo or the Innovation Awards Competition, please visit ahrexpo.com. Specific questions regarding Innovation Awards submissions can be emailed to kpieres@iecshows.com.

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Modine Coatings Celebrates One-Year Partnership with ADVANCOAT



Racine, Wis. – Modine Coatings, a division of Modine Manufacturing Company and a leader in corrosion-resistant coatings technology for the HVAC industry, is celebrating its one-year strategic partnership with corrosion specialist ADVANCOAT.

ADVANCOAT provides Modine Insitu® coil and cabinet corrosion protection services to customers in the

South Florida market.

“For the past year, our partnership with ADVANCOAT has been a tremendous asset to the South Florida market,” said Daniel Fisher, Sales Director for Modine Coatings Aftermarket. “As we continue to build our sales network to service the HVAC industry, ADVANCOAT is our partner helping us grow. Our entire goal is to ensure HVAC OEMs and distributors have access to the corrosion protection they need.”

ADVANCOAT is the oldest HVAC/R corrosion specialist company in South Florida, providing deep industry expertise and a state-of-the-art facility with environment-controlled painting booths. ADVANCOAT technicians are trained and certified by the Association for Materials Protection and Performance and follow SSPC-QP3 quality control guidelines to provide superior performance and industry-leading turnaround time. Its state-of-the-art facility can accommodate a 200-ton chiller inside its multiple industrial painting booths as well as a large batch of unitary equipment simultaneously, assuring the coating application takes place in a controlled environment, providing superior quality and the best turnaround time in the industry.

“Modine Coatings is a partner with shared values that align perfectly with ours,” said Ramon Punet, Applications Engineer at ADVANCOAT. “Both companies are results oriented and provide trusted solutions. Through this partnership, we have empowered our customers in South Florida to provide the best corrosion protection solutions possible for their clients.”

“When it comes to protecting expensive HVAC/R equipment and systems in South Florida, there is no better protective coating than Insitu® Spray Applied Coating,” added Punet. According to Punet, there are two main causes of failure for HVAC/R equipment – mechanical and corrosion. “Corrosion can lead to loss of efficiency, decreased operating performance, and downtime. Corrosion is especially apparent in coastal regions like South Florida where unprotected systems begin to corrode the day they are installed.”

Insitu® Spray Applied Coating is a unique and proprietary coating process that offers today’s HVAC/R systems the highest level of corrosion resistant protection. A properly coated system with Insitu® Spray Applied Coating corrosion protection can withstand harsh environments, providing long-term and cost-effective service.

“Insitu® Spray Applied Coating protective coatings will insulate and protect HVAC/R equipment for many years, providing a system that can operate at its optimal performance and efficiency,” said Punet.

For more information about Modine Coatings products, please visit <https://www.modinecoatings.com/>. For more information about ADVANCOAT, please visit <https://advancoat.com/>.

RectorSeal® Expands Line of Adjustable Fortress® Lineset Cover Fittings



Houston, TX, June 6, 2023 – RectorSeal® LLC., a leading manufacturer of quality HVAC/R and plumbing products, is expanding its line of adjustable fittings for its Fortress cover products. Fortress products are well known for protecting ductless HVAC linesets, wiring, and condensate drain hoses, ensuring code compliance, and

providing a differentiated aesthetic look to an install.

Today, RectorSeal announced the addition of four new fittings to its extensive line of Fortress products. Available in four satin-finish colors (white, ivory, brown, and gray) to complement installation exteriors, the new fittings are UV and weather-resistant and offer a snap-together design to connect with other Fortress brand covers. Fortress products are fully paintable for additional customization.

The new adjustable fittings provide increased flexibility to an HVAC technician and can reduce the number of fittings stocked in inventory or on a service truck. The new Fortress brand fittings are available in flat and vertical configurations. The adjustable flat fittings allow an installer to change directions on a wall surface. The vertical fittings should be used to change direction over an edge or around a corner. Both types of fittings allow the installer to create a 45-degree to 90-degree angle using only one of the new adjustable fittings. The fittings are available in 3.5-inch and 4.5-inch sizes. Please visit www.rectorseal.com for additional details, and follow us on LinkedIn, Facebook, YouTube, Instagram, and Twitter.

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Baker Distributing Hosts Resideo Thermostat Event in Stuart

June 26th, 2023

On Monday, June 26th, Baker Distributing in Stuart hosted one of several Resideo Thermostat Events held around the state from 10am to 2pm.

LW's Soul Food Seafood Food Truck was on site, serving hungry contractors who were able to choose from fresh grilled burgers, chicken tenders, fried shrimp, fish, and chicken wings, served with fries or hush puppies and beverage.

The Resideo Thermostats booth was displaying and demonstrating their new products and special

Baker dozen pricing available during the events.

Wyatt Swartz, Florida Division President stated, "I am pleased to see great turnouts from our customers at our local events. Our teams continue to do a great job at providing great customer service."

With more than 200 locations in 24 states, Baker Sales Centers offer a wide range of products for residential and commercial applications. Our knowledgeable counter and warehouse staff can provide product information and order assistance.

Baker Distributing Company is the preferred choice in HVAC, Refrigeration and Foodservice equipment, parts and supplies distribution. Since 1945, Baker Distributing Company has provided exceptional customer service and high quality HVAC/R and foodservice equipment, parts and supplies.

Watch for more Food Truck events coming up at your local Baker Distributing locations. The Nidec Motor events are coming in July. For more information on these events, visit www.bakerdist.com/events/



The Baker Distributing Stuart counter team!
Tom Burton, Marcus Mosley, and Jachin Younger



Erik Johns of Resideo,
Howard Breese, Steven Enos, and
Kyle Sindler of Classic Cooling



Everyone enjoyed the fresh grilled
cheeseburgers and fries
from LW's Soul Food Seafood Truck!



Caleb Burchard of Baker Distributing
with JJ Lawson and Steven Nutting
of Central Air Systems Inc.



Wyatt Swartz of Baker Distributing
with Steve Poreba of GMS Inc.



Donny Myers of A/C Care,
Tyler Rush of Baker Distributing,
and Kevin Walters of A/C Care



Howard Montgomery of Baker Distributing,
Terry Wyatt of All Temp Air Conditioning, and
Marcus Mosley of Baker Distributing



Champ Chaney and Maria Korbos of
Baker Distributing, with Miles Heitzeberg
of Air Handlers of The Palm Beaches



LW's Soul Food Seafood Truck was on site
preparing tasty fried shrimp with hush puppies,
burgers, dogs, wings, fried fish, and much more!



Wyatt Swartz of Baker Distributing,
Erik Johns of Resideo, and
Mike Plathe of Baker Distributing



Marcus Mosley and Chris Ferland
of Baker Distributing with
Carl Oxman of Stryker Electric and Air



Brenton Hanna of Martin County
Air Conditioning and Heating with
Maria Korbos of Baker Distributing



The Baker Distributing location in
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with fast express service!



Mike Plathe of Baker, Erik Johns of Resideo,
Wyatt Swartz of Baker, Anthony Casamassa and
Kate Wiegerink of Sharkey Air, James Carrese of Baker



The Baker Distributing Team
coming together for a group photo
during the Resideo Thermostat Event

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Remove restrictions and increase flow!
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(2) 1/4" Valve Core Removal Tools with 1/4" Side Port
(2) Metal Hose Protectors 3/8" x 1/4"
(1) Y Adapter 3/8" FF x (2) 3/8" MF
(1) MaxEvac Durable Storage Bag



Basic Kit

PART# MEBK14
MaxEvac™ Basic Evacuation Kit Includes:
(1) Black 6 ft. 1/2" MaxEvac™ Hose
3/8" x 1/4" Fittings
(1) 1/4" Valve Core Removal Tool with 1/4" Side Port
(1) Metal Hose Protector 3/8" x 1/4"



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Message from FRACCA President Will Barnes



Let Freedom Ring!

HAPPY Independence Day & THANK YOU to all who have and continue to serve in our Military to keep us SAFE!

The Summer is filled with Apprenticeship Recruiting for the Chapters, and that also includes acquiring Instructors and Substitutes. If you have a passion for the Industry and want to give back, consider joining the program. Check with your Local Executive Director.

FRACCA ON THE ROAD! FRACCA is offering "3" CE credits to the SFACA, MACCA & SWACCA Chapters during the Fall so please sign up for those events in your local area!

Check our Website for Legislative Updates, the most recent is the HB1203 Registration and Transfer of Warranties Bill, www.fracca.org, Legislative Tab.

The next FRACCA Board Meeting will be July 12th, and we would like to hear your suggestions regarding Legislative Matters you feel should be discussed and pursued by our FRACCA Lobbyist. Please forward those to Paula.Huband@fraccaair.com by July 10th.

SAVE the DATE for the 2024 FRACCA Educational Conference with ACCA National! Visit acca.org/acca2024 to receive updates and notice for registration.

Please reach out to us with any ideas, suggestions or questions. We want to hear from you! Office Phone (407) 676-0031 Email us at Membership@FRACCAAir.com

William Barnes,
FRACCA President

SFACCA Monthly Meeting Brews and News at Funky Buddha Keeping Top Talent - Employee Retention For Contractors



The SFACA Members Meeting, Happy Hour, Dinner, was held on June 7th, at 6pm, at the Funky Buddha Brewery, 1201 NE 38th Street, Oakland Park FL. The guest speaker was Cliff Budnick, President of InOvate. Cliff joined the InOvate Team back in 2010 and has focused on creating a balanced product portfolio with niche solutions that are sold through various B2B channels. Cliff spoke about "Keeping Top Talent"

While employee turnover is inevitable, top performing companies leverage techniques that help ensure staff longevity. Hiring and training the right candidates will strengthen culture and improve productivity.

Employee turnover is a ratio based on employee separations and the average number of active employees during the same period.

Example: Cliff's HVAC has 20 employees in a year and 3 employee separations. $3 / 20 = 0.15$, or 15% employee turnover.

Trade businesses are especially susceptible to high turnover, and in 2015, the US average for trade businesses was 54% (70% was voluntary). So why are people quitting so much, and what can you do about it? The cost of turnover is often unrealized and staggering.

High employee turnover is rooted in (a) desire for higher pay, (b) lack of engagement, (c) boredom, and (d) poorly managed.

To mitigate flight risks based on higher pay, keep tabs on competitive compensation and offer compelling benefits. Consider work perks like flexible schedules, remote work, employee assistance, and company discounts. Provide annual total compensation statements that are fully loaded with everything the employee earned plus what your company has invested in them.



FACT: 69% of disengaged employees would leave for a 5% pay increase. Engaged employees require at least a 20% increase before leaving their job! To drive engagement, implement team builders and recognition rewards. Create an open-door policy that empowers communication, including sharing mistakes so everyone can learn. I like to call this "failing forward"... if nobody got hurt and you didn't lose a lot of money, highlighting failures is a powerful tool to improve engagement! Lastly, consider offering personal development plans.

If boredom exists, schedule meetings with employees and discuss career plans. Offer growth and development opportunities. Create and assign special projects. Have your staff cross-train each other. Push to avoid the feeling of dead-end jobs. Be sure to ask yourself, "are the right people on your bus, sitting in the right seat, and going in the right direction?"

People quit people, they don't quit businesses. Poor management is something you can overcome by providing a safe method for employees to provide feedback about their manager(s). Create a positive atmosphere with routine, structure, and consistency. Stop protecting bad managers! And of course, learn ways you can be a better leader as well.

Focusing on the customer experience is critical to a company's success. Maximizing your employee experience is equally important. Richard Branson famously said, "Clients do not come first. Employees come first. If you take care of your employees, they will take care of your clients." So challenge yourself: what can you do over the next week, month, and year to improve your employee experience so you don't suffer from high turnover and sunk costs. In doing so, your culture will be richer as your staff is more aligned and loyal to your company.



Energy Management Professional (EMP) Certification Now Available for Remote Testing at Your Home or Office

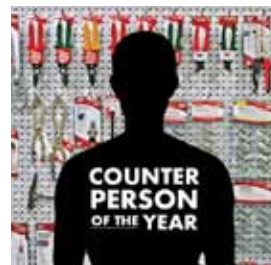
(Washington, D.C., June 29, 2023)— The Energy Management Association (EMA) is pleased to announce that the Department of Energy recognized and ANAB accredited Energy Management Professional (EMP) Certification exam is now available for remote proctoring. This new option allows energy professionals the flexibility to sit for their exams from the comfort of their homes or offices, provided they meet the specific technology requirements. The remote proctoring option comes at no additional cost.

With the introduction of remote proctoring, EMA aims to offer a convenient and accessible exam delivery method for energy professionals across the globe. The remote proctoring's security process is similar to check in procedures administered at in person testing centers, and its delivery has been reviewed and approved by ANAB.

To celebrate the announcement, EMA is offering a \$125 rebate to candidates who take the EMP exam by September 30th. Candidates must be approved and take the exam by September 30th, limit one rebate per EMP candidate.

For professionals who wish to combine remote proctoring with an EMP training event, EMA will be hosting a Virtual EMP Seminar on July 26-27. EMP candidates have the opportunity to bundle their exam and application costs with registration, amounting to \$550. Alternatively, the seminar-only option is available for \$300. Contact Anna Kosova (202) 737-1334 anna@energymgmt.org

Malco Products Introduces New Counterperson of the Year Contest



ANNANDALE, MINN. (June 8, 2023) — Malco Products, one of the nation's leading solution developers and manufacturers of a variety of high-quality tools for the building trades, today announced the launch of its brand-new Counterperson of the Year Contest.

person of the Year Contest.

Malco is looking to recognize and celebrate outstanding counter staff at its U.S. wholesale distribution locations who demonstrate the same values that make Malco great: dedication to superior customer service and going above & beyond to ensure contractors have the Malco tools they need to get the job done.

There are great prizes lined up not just for the winner, but for the contractors and distributors who nominate as well:

The winner will receive \$500 cash. If the winner is nominated by a contractor, the contractor receives \$100 in Malco tools of their choosing, plus the distributor/contractor team will receive lunch! All qualifying nominees and nominators will receive a Malco golf shirt, hat and product catalog. Malco is also making it easy for contractors to nominate counter staff, with 3 options to enter:

Grab a printed form at your local distributor location and mail it in (PO Box 400, Annandale, MN, 55302) Enter online at www.malcoproducts.com/counterperson-of-the-year

Submit a brief video, which can be emailed or texted to Malco's marketing department at 612-325-1502 or marketing@malcotools.com.

All entries must be received by Thursday, August 31, and the winner will be announced in October. Please note, this contest is only open to nominees in the United States. For more information about Malco Products and to enter the contest, visit www.malco-products.com/counterperson-of-the-year



SFACA 2023 Annual Golf Tournament at Deer Creek Country Club June 1st, 2023

This year's golf tournament was on Thursday June 1st at The Deer Creek Country Club in Deerfield Beach. Designed by world-renowned architect Arthur Hills, the golf course was in tip top shape. More than 100 golfers participated in the tour-

namment. RGF Environmental was the Title Sponsor for the SFACA golf event. Registration began at 7:15 AM with tee off at 8am. Goody bags were presented to each golfer. The weather was warm and sunny. Beverages were available on the course

thanks to SFACA. A delicious lunch was enjoyed by all the hungry golfers after the tournament. The awards ceremony took place at the clubhouse at the finish of the tournament.



Registration was quick and everyone received a goody bag!



Viviana McGuire of Baker Distributing with Andres Ponce of Target Sales



The most popular hole was the RGF ladies and their "Best Shot Tent"



Steve Trembley, John Marinello, Chris Marinello, and Gil Guitierrez of Pyke Mechanical



Eric Alvarez, Luis China, Joseph Gucciardo, and Kiet Truong of Brown & Brown Insurance



Danny Suarez, Nick Johnson, and Brian Saltzman for Ferguson HVAC



Paul Cleary, Randy Castricone, Shawn MacDonald, and Dennis Kuznetz for Nest Pro



Jeff Snead, Robert Demola, and Roger Defort for Ferguson HVAC



William Rush, Scott Kuschel, Howard Montgomery, and Robert Allen for Miami Tech



Anthony Marini, Justin Zanella, and Francisco Acuna of Lennox



Matt Phillips, Chuck Phillips, Mitch Lovinger, and Steve Jeziorowski of Daikin Comfort



Zachary Linde, Mike Lloyd, Rafael Castillo, and Ken Plummer for Gemaire Distributors



The Johnstone Supply Ware Group booth showing some hospitality on the course!



Caleb Burchard, Max Demoura, and Larry Martin for Baker Distributing



David Raiman, Max Podell, and Anthony Brignola for Johnstone Supply Ware Group



Marcus Williams, Chris Erickson, Erico Sampaio, and Anthony Strenta for Baker Distributing



Geoff Solomon, John Turver, Derrick Hurwitch, and Steve Nemeroff for WPTV - 5



Brian Goggins, Paul Magnes, Patrick McNiff, and Robert Feeley for WSVN - 7



Greg Chassey, Stephen Rominger, Brian Birchenough, and Seth Rominger for Carrier Enterprise



Trevor Tonkovich, Tom Griswold, Jim Pickard, and Rich Petrocine for Carrier Enterprise



Tony Sanchez, Dave Elbers, Kevin McDonald, and Mike Pienkowski for Trane



Doug Lindstrom, Brad Lindstrom, Jeff Lindstrom, and Dave Murphey for Lindstrom Air



Craig Sanscrante, Michele Cassalia, Ryan Charles, and Steve Baian for Dust Free



Roberto Montes, Jose Armas, Neal Arteaga, and Christian Hernandez for Refricenter



Raymet Martinez, Joe Bowden, Daphne Lastre, Cameron Paul, Greg D'Attile, for Advanced Work Vans



Howard Pearl, Gary Stewart, Kenny Tyson, and Ed Lawton for Enterprise Fleet



Jaime Bernat, Andy Saez, and Javier Cepero for Saez Distributors



3rd place tournament winners, Doug Lindstrom, Brad Lindstrom, Jeff Lindstrom, and Dave Murphey for Lindstrom Air



2nd place tournament winners, WSVN - 7 Robert Feeley, Paul Magnes, Brian Goggins, and Patrick McNiff



1st place tournament winners, Greg Chassey, Stephen Rominger, Seth Rominger, and Brian Birchenough for Carrier Enterprise



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Elio Amador, Yani Soto, Carlos Castillo, Reinel Rojo, Carlos Fuentes, Harry Palenzuela, Charles Bruyn, Aaron Romig, Rafael Ramirez, Alex Garrido, Jose Rosado, and Tony Lopez of Tropic Supply T1 North Miami



At Tropic Supply T7 Mid Miami Alfresco Air Conditioning came in full force!



Brad Bowers, Grillmaster, and assistant Cliff Middleton, doing a quality check at Tropic Supply T20 Sunrise



Mike Pastorello and Sam Dornbusch of Refrigeration Technologies giving a product demonstration of the Viper Wetrag Heatshield to Phil Harris of Edd Helms



Rob Brock (Master of Selfie) with Chuck Del Vecchio of Tropic Supply at the T11 Cape Coral location



Ariel Martinez of Fred Eagle Mechanical with Tyler Campbell of The McCallister Group, with Freddy Aguila of Fred Eagle Mechanical



Mallory David of Sporlan at Tropic Supply T3 Miami South



Ken Darin (left) of Regal Rexnord and Mike Nipper (right) of Copeland showing a new mobile app at Tropic Supply T15 East Tampa



Julian Nurrito of US Cooling with Glenn Paetow of Allied Equipment at Tropic Tropic Supply T20 Sunrise



Elio Martinez - Grillmaster, Alex Garrido, and Rafael Ramirez of Tropic Supply T1 North Miami



Tropic Supply T19 Daytona Beach served up some fresh grilled chicken with some yellow rice pilaff. YumYum!



Javier Budejen of Air By Us, Joe Zvolenski of Tropic Supply, Juan Suarez and Wilson Flores of Air By Us



Grillmaster Stephanie Westman and Jorge Garcia of Tropic Supply T10 Naples



Steve and Stefan of AC Medix enjoying lunch at T22 Tropic Supply Ocala



Mark Hucko of Inficon and Johanne Bueno of J Nichols & Associates with Joey Staluy of Smart Air at Tropic Supply T1 North Miami



Having a good time serving food at the Customer Appreciation Cookout at Tropic Supply T1 North Miami



Mike Pastorello of Refrigeration Technologies, Joe Shukys and Sam Dornbusch of BTU Reps at the Tropic Supply T20 Sunrise location



Rob Hamilton (center) of Hamilton & Associates giving CPS product demonstrations at Tropic Supply T17 Orlando



Over the next three months, Tropic Supply will be hosting monthly customer appreciation cookouts at all Tropic Supply Resource Centers. Some locations will also be hosting hands-on HVAC/R Best Practices demonstrations. These interactive sessions are designed to help you (1) Save time, (2) Save money, (3) Reduce callbacks and/or (4) Increase profits. Stop by anytime between 11:00 a.m. – 1:00 p.m. No registration is required, and demonstrations will be conducted repeatedly throughout the event.

“We invite all our customers to join us for a home-



At Tropic Supply T23 St Petersburg, Harris Products gave a demonstration for best practices for alluminum coil repair



Elio Amador Of Tropic Supply T1 North Miami with Julian Fernandez of Climate Pro



Sal Hamidi of PED Associates giving a demonstration of aluminum coil repair at Tropic Supply T15 Tampa East



Tropic Supply T20 Sunrise Corporate Office coming together for a photo



Mike Burke of Refrigeration Technologies at the Tropic Supply T3 Miami South location



Tod Sutherland showing customers proper evacuation techniques at Tropic Supply T6 Ft Pierce

The Party Continues!

Celebrating Their 50th Anniversary with Customer Appreciation Cookouts and The HVAC/R Best Practices Road Show!

cooked meal and learn something that will benefit their business. We understand that our continued success is linked to theirs, and we are committed to giving contractors every possible tool we can to help them build their businesses profitably.” – Charles DelVecchio.

Tropic’s 50th Anniversary events will take place on July 14th, August 15th, and September 15th, 2023, from 11:00 am – 1:00 pm. For a complete listing of best practices topics, visit the events calendar at www.tropicsupply.com. Follow Tropic Supply on Facebook, LinkedIn, Instagram, and YouTube.



Aasier Diaz and Carem Tawil of DNA Air Contioning with Glenn Paetow of Allied Equipment



Contractors having a well deserved break at Tropic Supply T1 North Miami



Charlie Del Vecchio, Maggie Cavin, and Chuck Del Vecchio at Tropic Supply T11 Cape Coral



Mike Lijoi of Tropic Supply, Dale Harrison of Fresh-Aire UV, and Joe Zvolenski of Tropic Supply, at the T20 Sunrise location



Christinor Augustin of Express Refrigeration AC with Alexis Terzado of Nu-Calgon



Michael Peters from Encon with Felipe Soto of Tropic Supply T15 Tampa East



Gerald Rojas of Hot 2 Cold Air Conditioning with Tito Ramos and Felipe Soto of Tropic Supply T15 Tampa East



Justin Stocker of Synchrony talking financing to a Tropic Supply customer at the T3 South Miami location



John Galloway of PED Associates giving a demonstration of aluminum coil repair at Tropic Supply T21 Tallahassee



Elio Amador of Tropic Supply T1 North Miami with Eduardo Linares of AE Chill Refrigeration



Travis of Sunshine Air Conditioning testing his brazing skills at Tropic Supply T12 Port Charlotte



Charles Robitaille of AMS, with Vince Brown and Kurt Buss of Tropic Supply Sunrise

HARDI Distributors Report -4.1% Percent Revenue Decrease in April

COLUMBUS, Ohio, June 9, 2023 – Heating, Air-conditioning & Refrigeration Distributors International (HARDI) released its monthly TRENDS report, showing sales by HARDI distributors declined by -4.1% percent during April 2023. The annual sales growth for the 12 months through April 2023 is 12% percent.

“This looks like a soft start to the first month of cooling season, but that is a bit misleading,” said HARDI Macroeconomic & Residential Market Analyst Brian Loftus. “Besides being compared to a very busy prior year, April 2023 had one less billing day than last year. We estimate sales for the month would have increased by nearly 1% with the same number of billing days.”

The Days Sales Outstanding, a measure of how quickly customers pay their bills, was 40 days in April. “The DSO this month is similar to the other post-COVID Aprils, and much faster than pre-COVID pace,” said Loftus. “We have been expecting the DSO to increase towards the pre-COVID levels but that is not happening yet.”

“A combination of difficult prior year comparisons, shrinking annual price increases, and weaker demand have been pulling the annual growth rate back towards more normal pre-COVID rates, and it looks like that will continue,” said Loftus. “Four of our regions are reporting sales growth in the 8% to 9.5% area, and the pace is clearly slowing for all seven regions. This annual rate will be in single-digit territory this summer.”

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

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



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Modine Offers NPBI® Technology To Combat Air Pollution

Racine, Wis. – June 21, 2023 – With the recent Canadian wildfires creating smoke that has blanketed significant portions of the United States, Modine (NYSE: MOD), a technology leader in the HVAC industry, is offering free Needlepoint Bipolar Ionization to schools for a limited time.

The offer is available with any scheduled service performed by a dedicated Airedale by Modine™ field technician in select regions affected by the current wildfire. Modine also recommends best practices to K-12 schools to provide students with healthy air to breathe and combat air pollution.

“The recent wildfires have created dangerous air quality situations for communities across the east coast,” said Kimberly Raduenz, Manager, Strategic Marketing for the IAQ division at Modine. “According to a report by Reuters, this situation marked the worst outbreak of wildfire smoke to blanket the Northeastern U.S. in more than 20 years. In some areas, the air quality index was well above 400, which is considered hazardous.”

“At Modine, we pride ourselves in providing solutions that can provide K-12 schools with the necessary tools they need to combat serious IAQ issues, such as that caused by the wildfire smoke. That’s why it’s important to let school leaders, and the community at large, know about the solutions they can lean on to provide healthy air. Needlepoint Bipolar Ionization is just one solution that can create clean air. Modine has several solutions that schools can leverage to better enhance IAQ and prepare them for serious IAQ threats.”

In pursuing its purpose of Engineering a Cleaner, Healthier World™, Modine has partnered with Global Plasma Solutions (GPS) to bring their Needlepoint Bipolar Ionization (NPBI®) technology to Modine products with an easy-to-install retrofit kit. This technology produces a high concentration of positive and negative ions, delivering them to the space via the ventilation system. The ions attach to particles, where they combine, become larger and are more easily filtered from the air.

In addition to NPBI®, Modine also recommends the following actions to help improve IAQ.

Upgrade filters where possible: Upgrading filters can increase protection against smaller particulates in the facility. Since the early stages of the COVID-19 outbreak, ASHRAE has recommended the use of MERV 13 filters, or higher if the unit is compatible.

Install HVAC upgrades: In addition to improved filters and installing NPBI® technology, for an extra layer of protection, school leaders and facility managers can also install additional filtration upgrades for their HVAC solutions. An example of this would be UV lights. These lights draw in untreated air and pushes it through a highly reflective UV chamber with an ultraviolet light, which inactivates bacteria and fungi that pass through the lamp.

Establish and maintain the optimal ventilation rate: HVAC solutions allow facility managers to control the ventilation rate. This not only helps create comfortable air to breathe, but it also helps cycle dirty air outside of the building. According to the CDC, it’s recommended to have at least five air changes per hour of clean air in an occupied space.

Replace aging units: If the school’s HVAC unit is old and no longer operating at optimal capacity, the summer is a great time to have it replaced. While a newer unit may have more upfront costs, the school will be saving money over time. Having the replacement installed during the summer will help ensure less downtime during the school year. To learn more about Modine IAQ solutions, please visit <https://www.modinehvac.com/>.

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Glasfloss Industries Forms New “ESOP” 100% Employee-Owned Company

Desoto, TX – Scott Lange, President, today announced the restructuring of Glasfloss Industries into an Employee Stock Ownership Plan or “ESOP”.

“Our new corporate structure reduces uncertainty about the future by strengthening our workforce and our commitment to the air filtration industry. Our current Management Staff will remain in place and continue to operate the company and our new ESOP platform will provide our employees with a greater role in the growth and success for the future,”

said Scott Lange, President.

Established in 1936, Glasfloss Industries is the oldest privately held and operated manufacturer of HVAC air filtration products in the United States. The company has been continuously owned and operated by the same family for 87 years and serves all major commercial, industrial and residential HVAC filtration markets.

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



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Blackstone Completes Acquisition of Majority Stake of Copeland, Formerly Emerson Climate Technologies

NEW YORK and ST. LOUIS (May 31, 2023) – Blackstone (NYSE: BX) and Emerson (NYSE: EMR) today announced that private equity funds managed by Blackstone (“Blackstone”) have completed the previously announced acquisition of a majority stake in Emerson’s Climate Technologies business in a transaction valuing the business at \$14.0 billion. This closing marks a significant milestone in the HVAC and refrigeration (HVACR) industry leader’s journey to advance the next generation of climate technologies.

The new standalone business will be named Copeland – building on the brand’s 100-year legacy, global recognition and influence across the HVACR industry. As a standalone company focused on serving the global HVACR market, Copeland’s product portfolio includes market-leading compressors, controls, thermostats, valves, software and monitoring solutions for residential, commercial and industrial customers. Copeland had fiscal 2022 net sales of \$5.0 billion.

“Copeland has long been a pioneer in the HVAC and refrigeration industries with unmatched capabilities in engineering, design and innovation,” said Ross B. Shuster, Chief Executive Officer of Copeland. “With the focus that comes from being a standalone company, and the support of our shareholders, Blackstone and Emerson, we plan to extend the company’s leadership position in the industry and develop new and integrated climate technology solutions. The Copeland business is made up of over 18,000 talented team members, who are aligned and committed to developing technologies and solutions that drive decarbonization at scale, accelerate the global trend of electrification and deliver greater value for our customers and end users.”

Copeland is poised to build on its iconic brand and trusted expertise to shape the future of climate technology. The company’s products, expertise and innovation play a key role in improving the energy efficiency of heating and cooling solutions – including the rapidly growing market for electric heat pumps and climate-friendly refrigerants, which are seeing strong demand and global adoption given their potential to reduce the environmental impact and carbon emissions of HVAC systems.

“Copeland has grown into the market leader in supplying critical components for residential, commercial and industrial climate control solutions, and we are thrilled to support its next phase of growth as a world-class standalone company,” said Joe Baratta, Global Head of Blackstone Private Equity. “Leveraging Blackstone’s long track-record of successful large-scale corporate partnerships, we look forward to working with the Copeland and Emerson teams to accelerate the company’s profitable, long-term growth. We’re confident in the runway ahead to advance Copeland’s industry leading position by delivering even more innovative, energy-efficient solutions to support its customers’ carbon reduction efforts.”

“We are pleased to complete this significant transaction, an important milestone in Emerson’s portfolio transformation into a cohesive global automation leader,” said Lal Karsanbhai, President and Chief Executive Officer of Emerson. “The upfront proceeds from this transaction allow Emerson to advance our portfolio in attractive, higher-growth automation markets, while our remaining non-controlling investment enables Emerson to benefit from Copeland’s future upside under Blackstone’s ownership, until we exit the business. With our focused portfolio, we are bringing comprehensive automation products, software and solutions to a diverse set of end markets, driving operational excellence and enhancing value creation for Emerson shareholders.”

Copeland will continue to operate from St. Louis, while maintaining a global footprint to serve customers in Europe, Latin America, Asia, Middle East and Africa. Learn more about Copeland’s sustainable solutions at Copeland.com.

Sean Foster Named Director, Channel Sales, at LG Air Conditioning

In this new capacity, Foster will oversee the distribution sales team responsible for expanding LG’s market share in the residential and light commercial HVAC sectors. This includes both national and regional distributors as well as LG’s utility and builder sales teams.

Foster brings more than 20 years of management experience in sales teams, processes, and operations to his new role. Over the course of his more than eight years at LG, Foster worked in various roles within the distribution sales team, including Regional Sales Manager, National Accounts, and most recently serving as Senior Manager, Residential Sales, Central Region.

Foster spent two years as the National Sales Manager for Emerson Electric, and three years as a Regional Sales Manager at Hart & Cooley, among other roles within the industry. Foster is a Desert Storm Navy veteran and earned his Bachelor of Arts degree from the University of Pittsburgh and his Master of Business Administration from Point Park University.

Steve Scarbrough, senior vice president and general manager, LG Air Conditioning Technologies USA, said, “Sean has been an invaluable LG team member for years, driving business growth and enhancing internal and external relationships. His expertise and leadership will help push our continued growth and success in the HVAC industry.”

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But seek first his kingdom and his righteousness, and all these things will be given to you as well.

Matthew 6:33

UPCOMING EVENTS



2023

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Please email your resume to careers@tropicsupply.com.

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