

Vol. 36, No. 6 • November/December 2024

024

Also in this issue

AIIR Releases Residential HVAC Study Revealing Pressing Need for Greater Energy Efficiency

11)

5 Accountability Skills to Learn

23

'Negotiate' Isn't a Bad Word

25



DucTales

Publisher Jodi Araujo, CEM



The HVAC Inspection, Cleaning and Restoration Association

POSTMASTER:

1120 Route 73, Suite 200 Mount Laurel, NJ 08054 Phone: 855-GO-NADCA Fax: 856-439-0525 E-mail: info@nadca.com Website: www.nadca.com

DucTales Magazine is published six times annually. NADCA annual dues include a paid subscription to DucTales. Yearly subscriptions to DucTales are available for \$50.

The National Air Duct Cleaners Association (NADCA) prints DucTales Magazine to provide its members and the HVAC system cleaning industry with a forum for the discussion of topics of interest. To that end, NADCA tries to include within DucTales a wide range of ideas and opinions. The ideas and opinions expressed by the authors who write articles for DucTales, however, are solely the views of the person expressing them, and do not necessarily represent the views, positions or policies of NADCA, its members, or its officers, directors or staff. NADCA is not responsible for claims made in advertisements. NADCA does not endorse any particular manufacturer or supplier of equipment, chemicals or related products, nor any particular model of equipment.

ECO BOX

DucTales magazine text and cover pages are printed on Vertiv paper certified SFI® Standards using soy ink.



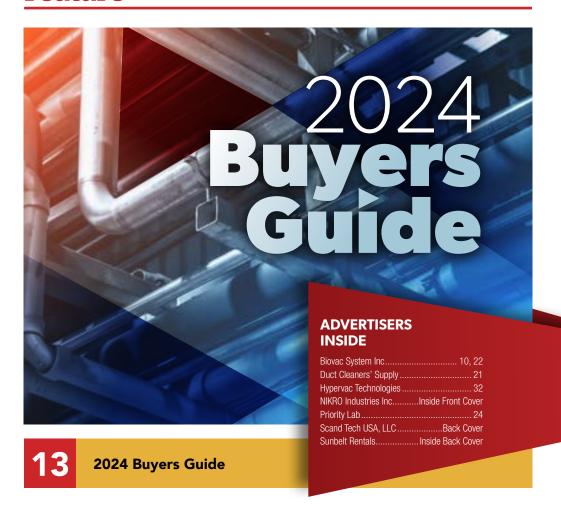


The SFI certified sourcing label is proof DucTales magazine is using fiber from responsible and legal sources.

The Sustainable Forestry Initiative® program integrates the perpetual growing and harvesting of trees with the protection of wildlife, plants, soils and water.

The Sustainable Forestry Initiative® program promotes responsible forest management.

Feature



In Every Issue

- 2 President's Letter
- 4 Chief Executive Officer's Letter
- 6 Executive Director's Letter
- 8 Industry Calendar
- 9 In Brief
- 27 Committee Spotlight
- 31 New NADCA Members and ASCSs

Industry News

- AllR Releases Residential HVAC Study Revealing Pressing Need for Greater Energy Efficiency
- 12 Johnson Controls Academy Doubles Training Capacity to Tackle National Skilled Building Systems Technician Shortage

Your Business

- 23 5 Accountability Skills to Learn
- 25 'Negotiate' Isn't a Bad Word

NADCA News

- 28 2024 Safety Awards
- 30 How Europe Is Facing the Indoor Air Quality Challenge

NADCA Officers

President

April Yungen, ASCS, CVI ('24) Air Management Industries 8351 Elm Avenue, Suite 102 Rancho Cucamonga, CA 91730 (909) 945-0041 aprilyungen@gmail.com

1st Vice President

Jim Castellano, ASCS, CVI ('27) Better Air Quality 3 Beach Plum Lane Middle Island, NY 11953 (631) 379-8282 betterair@optonline.net

2nd Vice President

Clint Orr, ASCS, CVI ('27)
Full Throttle Furnace & Duct Cleaning Inc.
4-134 Husum Road
RM of Sherwood
SK S4K0A4, Canada
(306) 570-1483
clint@full-throttle.ca

Treasurer

Michael McDavid, ASCS, CVI ('27)
Professional Abatement & Remediation
Technologies/PART-LLC
1629 Headland Dr.
Fenton, Missouri 63026
(636) 305-8881
michael.mcdavid@part-Ilc.com

Secretary

Tyler Batchelder, ASCS, CVI ('26) Chuck's Heating & Air Conditioning, Inc. 416 Roosevelt Highway Colchester, VT 05446 (802) 655-1489 x18 tylerb@chucksheating.com

NADCA Directors

International Director

Andrea Casa, ASCS, CVI ('25) Alisea SRL Frazione Tornello 120 Mezzanino, Italy 27040 (+39) 0382-583090 andrea casa@alisea-italia.com

Directors

Charles Cochrane, ASCS, CVI ('25) Cochrane Ventilation LLC 220 Ballardvale Street, Suite H Wilmington, Massachusetts 01887 978-658-4341 ccochrane@cochraneventilation.com

Matt Jackson, ASCS, CVI ('26) Air Quality Systems 5925 Peachtree Cors E Norcross, GA 30071 770-446-1142 matt.jackson@aqsatlanta.com

Paul Keller, Jr., ASCS ('26) Service-Tech Corporation 14240 60th St N Clearwater, Florida 33760 (727) 539-7000 pkeller/@service-techcorp.com Colin Trudo, ASCS, CVI ('26) BMS CAT – Charlotte 273 Executive Park Dr NE Concord, NC 28025 (817) 235-8915 ctrudo@bmscat.com

Matt Mountain, ASCS, CVI ('27) Mountain Duct Cleaning 6725 Troy Lane N Maple Grove, MN 55311 (612)219-9297 matt@mountainductcleaning.com

Associate Director

Ken Rothmel ('25) Sunbelt Rentals 2341 Deerfield Dr. Fort Mill, SC 29715 (704) 506-8639 krothmel@sunbeltrentals.com

NADCA Headquarters

1120 Route 73, Suite 200 Mount Laurel, NJ 08054

Toll Free: 855-GO-NADCA Phone: (856) 380-6810 Fax: (856) 439-0525 www.nadca.com

NADCA Staff

Jodi Araujo, CEM

Chief Executive Officer

Caitlin McWilliams
Executive Director

Ashton Hald, CMP, DES

Director of Meetings

Jennifer Carroll
Assistant Executive Director

Ashley Meloni

Marketing Manager

Jeanne Cekala

Standards & Specification
Marketing Manager

Candi Calderone

Industry Relations Manager

Gianni Sanrocco

Membership & Certification

Coordinator

Ryan McGlashen
Meeting Coordinator

President's Letter



Supporting NADCA Community

By April Yungen, ASCS, CVI

s 2024 comes to a close, it's time again for the Buyer's Guide edition of *DucTales*. This edition is created with NADCA's associate members in mind. What are associate members? These are the vendors, suppliers and dealers who would like to sell their goods and services to NADCA members. Sounds easy enough...if they make it, we will buy it.

In today's fast-paced world, the success of any organization heavily depends on the support of its community. The NADCA community is comprised of regular members and associate members (and a few other membership types). As members of this vibrant network, it is crucial for us to harness the power of our purchasing decisions. One of the best ways to strengthen our community is by buying from our associate members and advertisers.

Our associate members are often comprised of industry experts who understand our unique needs. By engaging with them, you benefit from personalized service and industry insights that can elevate your own business efforts.

Purchasing from NADCA associate members allows you to develop stronger professional relationships with a network of qualified companies. This personal connection can lead to future collaborations and partnerships, enhancing your network and opening doors for new opportunities.

By promoting a culture of purchasing from our associate members, we bolster our overall network. A thriving vendor community contributes to our own success, as we collectively work towards the growth and prosperity of our association. It is a mutually beneficial relationship that enhances our professional environment.

As members of this community, let us commit to making thoughtful purchasing decisions. Start by exploring the associate member offerings the next time you need services or products. Whether you require graphic design, digital marketing or print advertising, duct cleaning tools, supplies and equipment consider reaching out to our associate members first.

You can also engage with associate members at NADCA's Annual Meeting or at the Fall Technical Conference. Buying from them at a conference allows them to measure the benefits of displaying their products or services at the event

Remember, your support matters. Together, let's foster a thriving environment where both regular and associate members collaborate for collective growth and success

Join us in supporting our associate members today and make every purchase count!

NADCA

COMMITTEE ASSIGNMENTS

Annual Meeting Committee

Chair: Jim Castellano Immediate Past Chair: Kelly Dexter

Tyler Batchelder
Brooks Ingrassia
Paul Keller, Jr.
Michael McDavid
MJ Palazzolo
Ken Rothmel
Michael Vinick
MI Palex Paul Roys Paul Roys

Bylaws Policies Procedures Committee

Chair: April Yungen
Sharon Altenhoff
Richard Lantz

Certification Committee

Chair: April Yungen

John Bently
Matt Jackson
Robi Lomont
Vito Moscato
Zachariah Nauss
Dill Rhodes
Brian Critch
Dan L'Herbier
Drew McLaughlin
Vito Moscato
Matt Mountain
Clint Orr
Jill Rhodes
Zachary Salisbury
Billy Spano
Todd St. Ores

Education & Safety Committee

Chair: Colin Trudo
Immediate Past Chairs: Hugo Hernandez &
Clint Orr

Jeff Bagley Charlie Cochrane
Frank Forrest Randy Jackson
Richard Lantz Ken McCraley
Drew McLaughlin Kehau Mendes
Matt Mountain Angel Ortiz
Robert Rizen Chad Shealy
Sheldon Smiley Kevin Uilkie

SUBCOMMITTEE

Mike White

Colin Trudo

Fall Technical Conference

Co-Chairs: Michael McDavid Brooks Ingrassia

Perry Bagley Jim Castellano Dennis Cicala Frank Forrest Andrew Friesen Hugo Hernandez Paul Keller, Jr. Richard Lantz Dan L'Herbier Jon Luedtke David Monson Vito Moscato Matt Mountain Zachary Ortwine Robert Rizen Justin Tarr Kevin Uilkie Mike White Rick MacDonald

Ethics Committee

Chair: Paul Keller, Jr.

Kelly Dexter Richard Lantz
Vito Moscato Matt Mountain
Justin Viar

Finance Committee

Chair: Clint Orr

Curtis Condon John Line
Michael McDavid April Yungen
Dan I 'Herbier

Industry & Public Relations Committee

Chair: Jim Castellano Immediate Past Chair: Kehau Mendes

Perry Bagley
Terry Donohue
Brooks Ingrassia
Richard Lantz
Lauren L'Herbier
Scot Moritz
Andrew Rodgers
Stephen Worrall
Rill Dexter
Bill Dexter
Clayton Ivany
Terry Lee
Ken McCraley
MJ Palazzolo
Slade Stricklin

SUBCOMMITTEE

Anti-Fraud Task Force

Jim Castellano Kelly Dexter Billy Spano Justin Viar Stephen Worrall April Yungen

SUBCOMMITTEE

Editorial Committee

Chair: April Yungen

Matt Mountain Zachary Ortwine

International Affairs Committee

Chair: Andrea Casa
Co-Chair: Hugo Hernandez

Scott Gregson

Nicolas Charland Michael Vinick

Michael Vinick

Membership Committee

Chair: Clint Orr Immediate Past Chair: Jim Castellano

Joseph Butts Brian Critch
Kelly Dexter Lauren L'Herbier
Drew McLaughlin MJ Palazzolo
Andrew Rodgers Zachary Salisbury
Billy Spano Kevin Uilkie

ppen Mid-East Region 10 on Ivany Australia Region 11

Italy Region 12 India Region China Region 15 Central & S. America

SUBCOMMITTEE:

U.S. Northwest

U.S. Southwest

U.S. Northeast

U.S. Southeast

Canada Region 9

Canada Region 9.5

Chair:

Regional Coordinators

Hugo Hernandez

Andrea Casa

Tejas Vispute

Clint Orr

Vito Moscato

Brooks Ingrassia

Matt Mountain

Adam Lawrence

Kehau Mendes

Jim Castellano

Dan L'Herbier

Richard Spano

Perry Bagley

Ryan Byrne

Nelson Constanza

Nicolas Charland Pierre Tremblay

George Thomas

Alexandre Gomes Brito

Leadership Development Committee

Chair: April Yungen

Curtis Condon Michael McDavid Rick MacDonald Clint Orr

Scientific Committee

Chair: Michael McDavid

Massimo Albertini Tyler Batchelder Jim
Castellano Charlie Cochrane
Terry Donohue Randy Jackson Paul
Keller, Jr. Zachary Ortwine
Matteo Prevedini Kevin Uilkie

Tejas Vispute

SUBCOMMITTEE:

Energy Study Task Force

Chair: Michael McDavid
Co-Chair: Tyler Batchelder
Scientific Advisor: Mark Hernandez, PhD

Standards Committee

Chair: Charlie Cochrane Immediate Past Chair: April Yungen

Andrea Casa Jim Castellano
Paul Keller, Jr. Richard Lantz
John Line Greg Long
Rick MacDonald Michael McDavid



Social Media Specialty Groups

By Jodi Araujo, CEM; Chief Executive Officer

xcel through your own strengths, not by diminishing the success of others.

In the age of digital marketing, social media specialty groups — niche communities on platforms like Facebook, LinkedIn, Reddit, and even specialized forums — have emerged as a key avenue for businesses to connect with a highly targeted audience. These groups consist of members who share specific interests or professional expertise, making them an invaluable resource for businesses looking to promote their products or services. Knowing how to use these groups effectively can give you a competitive edge.

While social media groups are excellent tools for promoting your business, they can also be misused to badmouth competitors. This double-edged sword must be handled carefully. Here's a comprehensive look at how businesses, especially service companies, can harness social media groups for promotion while avoiding the pitfalls of negative competition.

Position yourself as a knowledgeable, helpful member of the community. Once trust is established, you'll find that group members are more receptive to your promotional efforts when you share your services or products. By consistently offering solutions to problems that group members face, you not only build trust but also create opportunities for organic promotion. Over time, group members may naturally turn to you when they need professional services.

This strategy works particularly well for service-based businesses where word-of-mouth and reputation are critical, like duct cleaning companies who can benefit immensely by consistently providing expertise and gaining the trust of community members.

Finding the right group is crucial. It's better to be in a small, highly engaged group that aligns with your niche than a large, unfocused one. If you offer local services, look for geographically relevant groups. As an air duct cleaning company, joining a community for local homeowners or real estate investors could connect you with your ideal customer base.

On LinkedIn, industry-specific groups allow B2B companies to connect with potential clients or partners. Participate in discussions relevant to your business, share industry trends and establish relationships with other professionals who may need your services or know someone who does.

When promoting your business in social media groups, the type of content you share matters. Visual content, such as videos or infographics, tends to perform well because it's more engaging. Showcasing tutorials, before-and-after photos or client success stories can drive significant attention.

Beware the Dangers of Badmouthing Competitors!

It's tempting to point out the flaws in your competitors, especially in a space where your potential customers are present. However, badmouthing a competitor — whether directly or indirectly — can quickly backfire. Negative tactics reflect poorly on your brand and can damage your credibility in the long run. Most social media groups have clear rules that prohibit negative behavior, including bashing other businesses. Violating these rules could lead to your posts being removed or worse, being banned from the group. Even if there are no explicit rules, most group members don't appreciate negativity. Instead of dragging down a competitor, it's more effective to focus on elevating your own brand. By positioning yourself as a professional, trustworthy business, you'll earn respect in the community.

In some cases, a competitor might criticize your business or spread misinformation in these groups. In such scenarios, it's essential to respond professionally and factually. Avoid escalating the situation with emotional or negative replies. Instead, calmly correct any misinformation and present your company's value. Group members are more likely to side with businesses that handle criticism gracefully.

Using social media specialty groups to promote your business is a powerful strategy, especially for service-based companies like our NADCA members. The key to success lies in offering value, fostering trust and maintaining professionalism.



AIISA is proud to share their 2024-2027 Board of Directors



Gregorio Mangano, ASCS, CVI President



Pietro Borgognogni, ASCS, CVI Vice President



Gerardo Lamesta Counsellor



Manuel Ragusa, ASCS, CVI Counsellor



Lorenzo Badino, ASCS, Counsellor and newest elected member of the Board of Directors

The board has set their intentions to focus on regulatory issues, expanding partnerships, increasing training opportunities and hosting regional events for the AIISA members at large.

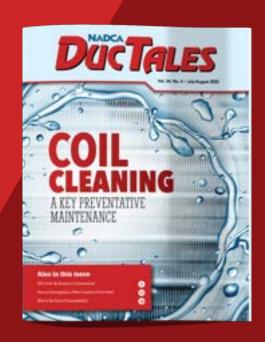


DUCTALES!

DucTales is seeking submissions from members and industry experts for publication in future issues of the magazine.

ARTICLES MAY BE ABOUT:

- An experience in the field
- How you've grown your business
- Tips for other business owners
- Practical tips, tricks and guides for other indoor air quality professionals
- Technology reviews
- Training opportunities
- ... and more!



FOR SUBMISSION GUIDELINES, DEADLINES AND OTHER INFORMATION, PLEASE CONTACT Benjamin Evans at bevans@ahint.com



Looking Ahead to Savannah in 2025

By Caitlin McWilliams, NADCA Executive Director

s you go through the motions of completing those daunting end-of-year tasks, don't let the opportunity for future planning slip away. That includes taking advantage of year end tax savings by reserving your seat for next year's NADCA conference before you close the books on 2024.

By now you probably know that the 36th Annual Meeting & Exposition is right around the corner—scheduled for March 17-19 in beautiful Savannah, GA. What you don't already know is that this event is truly going to be unlike any of our past conferences.

If you're someone who typically arrives on the day of pre-conference training courses, you're going to want to adjust your travel plans and get to Savannah a day or two earlier. We're going to kick off the festivities on March 17th with the world's third largest St. Patrick's Day parade with NADCA's own VIP seating along the parade route from 10am-2pm.

If parades aren't your thing, rest assured that the always-popular golf outing will be back for 2025. Golfers will enjoy The Club at Savannah Harbor (former home to the PGA Championship Tour), recognized as one of the best courses in Georgia.

After an eventful day, we'll reconvene for the welcome reception and the grand opening of the exhibit hall.

Day One: Tuesday, March 18

The program will kick off with the General Business Meeting followed by an *ignite* session—a rapid fire presentation given by several subject matter experts, each having five minutes to share quick overviews of technical and business-related topics. The clock will be ticking as they share emerging trends, best practices, and tips for advancing your business. Following the ignite session we'll break out into smaller groups to further discuss the topics and network with other attendees.

Award-winning speaker and best-selling author, Sam Richter, will take the stage after lunch for the Keynote Address, focusing on generative AI, technology, and digital reputation management. Following Sam's session, attendees will hear from Dr. Mark Hernandez for the first CEC session, as he shares a look into NADCA's Denver Public School Project and the latest on the **published** Energy Study paper and what it can mean for your business.

We'll wrap up day one with the NADCA Member Party in honor of our Hall of Fame members and this year's inductee, Bob Allen.

Day Two: Wednesday, March 19

The second day of programming will deliver more excellent content,

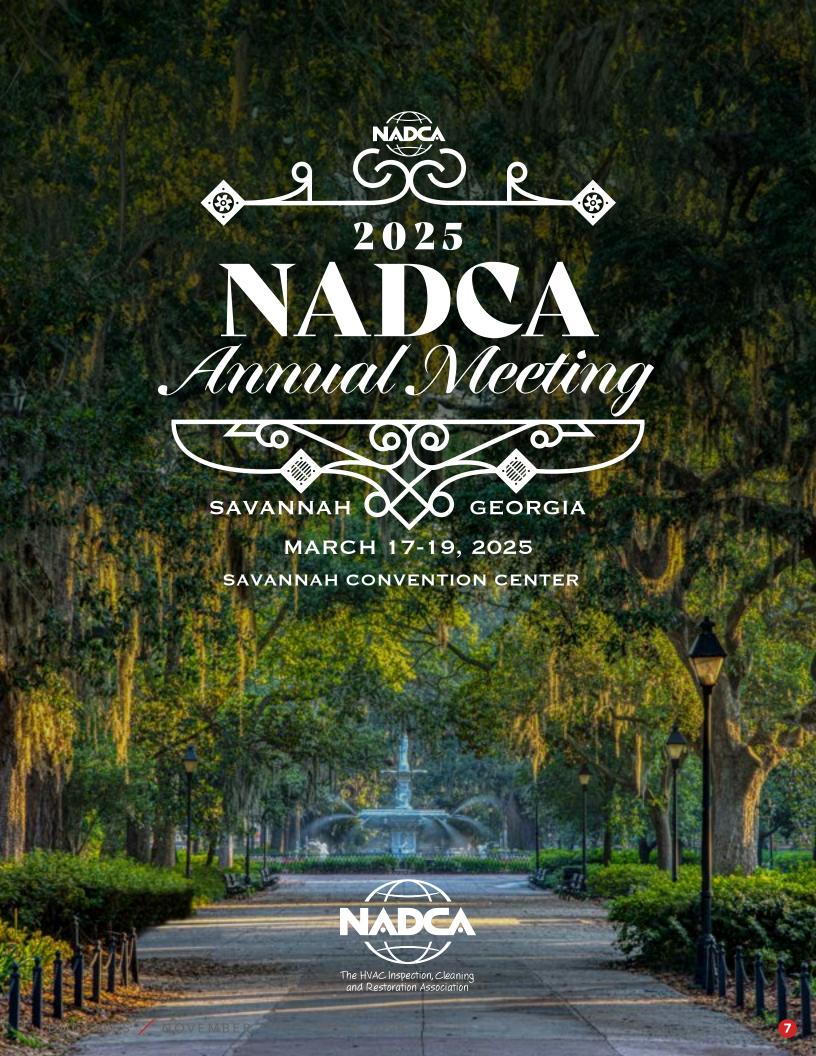
starting with a CEC session focused on HVAC system hygiene and introducing NADCA's latest guideline paper, HVAC System Performance and Hygiene Maintenance, presented by Standards Committee chair, Charlie Cochrane.

From there we'll keep the momentum going as we launch into concurrent sessions, From Basics to Best Practices: Building a Respiratory Protection Program for HVAC Professionals, and How to Prepare Commercial and Large Residential Estimates for Duct Cleaning Projects.

The afternoon will feature another set of concurrent sessions focused on tips for partnering with residential service providers and how to navigate government and public bidding. We'll wrap things up with our fourth and final CEC session, Clearing the Air: Prioritizing Indoor Air Quality with Streamlined HVAC Specifications. Phew!

If you've attended NADCA's

Annual Meeting in the past, you know that this overview is just scratching the surface of what's in store for you. Take this opportunity to visit annualmeeting.nadca.com and reserve your seat for the conference. You won't want to miss it!



INDUSTRY CALENDAR













AHR EXPO

February 10-12, 2025 • Orlando, Florida

36[™] ANNUAL MEETING & EXPOSITION

March 17-19, 2025 • Savannah, Georgia

IKECA ANNUAL MEMBERSHIP MEETING

April 2-4, 2025 • Reno, Nevada

2025 FALL TECHNICAL CONFERENCE

September 12-14, 2025 Minneapolis, Minnesota

IKECA FALL TECHNICAL SEMINAR

October 27-29, 2025 • Fort Worth, Texas

37[™] ANNUAL MEETING & EXPOSITION

March 23-25, 2026 Colorado Springs, Colorado

IN BRIEF

UGANDA

Researchers at Harvard have conducted studies in rural Uganda, where they found indoor air quality (IAQ) exceeded the World Health Organization standards by over 70 percent. One of the largest causes is the use of kerosene-fueled light sources. As indoor air quality becomes more prevalent, one such avenue for further research will be to focus on the effect of air pollution exposure and how it negatively impacts parts of the body like the gut microbiome.

MICHIGAN

Through the support of area businesses and the efforts of his instructor and fellow second-year students in Northern's HVAC/R program, U.S. Army veteran and NMU student Travis Syrja's home is now equipped with a new boiler. A fellow student at Northern Michigan University, Syrja brought in a picture of his boiler to ask his instructor how to fix it. After seeing it was unusable, his instructor and fellow students set out to help their classmate by removing and installing the new boiler.

MASSACHUSETTS

McCann Technical School in North Adams recently started an HVAC program at their school. This program is the first in the county hoping to fill a need for HVAC professionals. Students will learn how to service equipment and learn skills like braising and soldering.

PENNSYLVANIA

The North Penn School District has received a \$575,000 grant to help improve the HVAC system at Penndale Middle School, local officials announced. It's part of \$2.5 million in state funding awarded to Souderton and North Penn altogether through the Public School Facility Improvement Grant program. Penndale's grant will provide two new boilers and an upgraded air conditioning system.



WHERE TECHNOLOGY MAKES THE DIFFERENCE A HELPING HAND FOR ALL YOUR DUCT CLEANING PROJECTS



Computerize Control System: Integrated laptop control system Control, record and edit Easy to operate, sturdy, multifunctional

Wolverine Robot is sturdy and build for hard work Tools that can be used with the Wolverine **BVS Axial Rotary Brush BVS Horizontal Rotary Brush BVS Lance Spraying System**

BVS Vacuum Brush BVS Whip System BVS Air Manifold Wide Traction System





Airless Lance Spray System Our spraying system can be use manually or with a robot







Desert Storm Robot

Our Brushing Systems can be used manually or with a robot

Python Brush Versatile, sturdy



ന

Variable Speed Technology

Variable CFM from 0 to 3,000 Plug and play: 50/60 hz 120-220 volts

Indispensable neg-air/ dust collector for:

Duct cleaning Mould abatement Asbestos abatement (DOP tested) Odour neutralising system Mould and bacteria UV decontamination Air scrubber



Skipper Ball

Whip System



BVS-AIRCOMP+



Whip Head Kit with reinforced hose



Super Zone Bag 18" - 26" - 36" - 44" Super resistant with Ball Valve



Variable Speed Technology Variable CFM from 0 to 5,000 Plug and play: 50/60 hz 120-220 volts Slow start: prevents breakers from over loading Modular: commercial and residential plenum Maximum dust collection capacity Tested DOP

Clients enjoy doing business with us BECAUSE "OUR GOAL IS YOUR SUCCESS"™

P: 514-990-9605 TF: 1-833-376-3838 FAX: 514-376-2117 (for North America only) salesproduction@biovacsystem.com www.biovacsystem-manufacturing.com

AIIR Releases Residential HVAC Study Revealing Pressing Need for Greater Energy Efficiency

New research shows that 69% of US-based residents are seeking more-sustainable HVAC practices for better living



IIR, a leading provider of cutting-edge heating and cooling solutions, today released the results of its first ever residential HVAC research study. The study reveals significant insights into American residents' attitudes towards energy efficiency, with 57% of U.S. residents polled willing to pay higher rent for buildings with more energyefficient features and 69% advocating for sustainable HVAC practices to enhance their living conditions. Furthermore, over 76% of residents expressed interest in incentives for reducing energy and water usage in their units.

Key findings include:

61% of residents polled have avoided upgrading their air conditioning/heating units due to increasing costs

- A majority of residents (52%) have had their comfortability impacted due to rising air conditioning/ heating unit costs
- 69% of residents think their buildings could benefit from more sustainable air conditioning/ heating management practices
- 57% of residents are willing to pay a slightly higher rent for a building with more energy-efficient features
- More than 76% of residents would be interested in receiving incentives for reducing energy and water usage in their units

The study comes as rising energy costs continue to impact consumers and U.S. inflation continues to strain wallets, with residential electric utility expenditures projected to reach its highest point in 10 years. This increase exacerbates the financial burden on inflation-weary residents and poses severe health risks, with heatrelated deaths climbing to over 2,300 last year. Despite the escalating crisis, federal assistance programs have been slashed, leaving many Americans to grapple with unaffordable energy bills amidst intensifying heat waves.

"Our latest research study sheds light on the significant impact rising HVAC costs have on American residents," said Trevor Schick, President of AIIR. "The findings underscore a growing demand for energy-efficient and cost-effective solutions, as residents seek ways to balance comfort and sustainability in their homes. As we look to serve our residential and hospitality clients, we are advising and assisting them in implementing innovative, energy-efficient solutions to help reduce costs and improve the quality of living. AIIR is committed to making a positive impact through these advanced technologies."



Johnson Controls Academy Doubles Training Capacity to Tackle National Skilled Building Systems Technician Shortage

ohnson Controls is continuing to grow its industry-leading national workforce development initiative, the Johnson Controls

Academy. This expansion, developed in partnership with Lincoln Tech (parent company Lincoln Educational Services), is designed to address the growing demand for skilled technicians in the installation, service and maintenance of building systems. Graduates of the program will be placed into service technician roles throughout the U.S.

Johnson Controls Academy Expands to Address National Technician Shortage

The expanded program, hosted at Lincoln Tech's Denver campus, will double the number of technicians trained through the JCI Academy, complementing the existing offering at Lincoln Tech's Columbia, Maryland campus. The expansion is timely, as the industry faces a critical shortage of skilled building technicians, exacerbated by an aging workforce and the increasing complexity of building technologies. Illustrating this challenge, 46% of HR professionals in a recent report said they consider skilled trades positions "very difficult" to fill.

As businesses and municipalities increasingly prioritize upgrading

and retrofitting their facilities to enhance efficiency, reliability, safety and comfort, the demand for a highly skilled workforce to manage, maintain and troubleshoot these complex building systems has never been greater. The inaugural graduating class at the Denver facility marks a significant milestone in addressing these critical workforce needs.

"Our goal with the Johnson Controls Academy is to train more than 300 new technicians each year, directly responding to the increasing demand in our industry," said Julie Brandt, president of Building Solutions North America at Johnson Controls. "The program fills critical roles in the building industry, and fosters a diverse, innovative community that will drive sustainable, long-term impact."

Both programs offer a six-week intensive training course designed to close the skilled labor gap and prepare future technicians for security and fire installation and service roles. They offer hands-on training, enhancing the foundational education of Lincoln Tech's Electrical programs and preparing participants for real-life experiences in the field. On-site housing for the duration of the program and relocation expenses upon completion are supported by

Johnson Controls. To ensure smooth onboarding, graduates of the Johnson Controls Academy receive support from a retention coach for one-year post-graduation.

"This partnership with Johnson Controls enables us to broaden our innovative training programs, providing graduates with hands-on experience and direct pathways to careers that align with market needs," said Scott Shaw, president and CEO at Lincoln Tech. "We are proud to contribute to building a future-ready talent pool that ensures the efficient and sustainable operation of our building systems."

The collaboration between Johnson Controls and Lincoln Tech began in 2018, enhancing classroom experiences with cutting-edge equipment and technology. Johnson Controls is dedicated to workforce development from the K-12 level and throughout employees' careers. Through the partnership with Lincoln Tech and initiatives like the Community College Partnership Program, STEM 101 and HVAC learning labs, Johnson Controls equips schools with vital resources to develop smart, healthy and sustainable buildings, benefiting students along the way.

A.W. Perkins Co.

Address: 36 Curtis Avenue, Rutland, VT 05701

Main Phone: (802) 775-7516 Primary Contact: Gaye Martin

Contact Email: gmartin@awperkins.com

Website: www.rodtechusa.com



Abatement Technologies

Address: 605 Satellite Boulevard, Suite 300,

Suwanee, GA 30024

Main Phone: (800) 634-9091 Primary Contact: Shavon Barnard Company Email: iaqinfo@abatement.com

Website: www.abatement.com

Abatement Technologies HEPA-AIRE® high-performance air duct cleaning vacuums and DUCT-PRO® specialty tools make it possible for contractors to perform "within the building" source removal duct cleaning in all types of structures, from homes to hospitals to commercial high-rises. We supply a full array of professional equipment to complete the job.

Abstrakt Marketing Group

Address: 701 N 1st Street, Suite 101, Saint Louis, MO 63102

Main Phone: (314) 266-8509
Primary Contact: Melanie Clark
Contact Email: mclark@abstraktmg.com

Website: www.abstraktmg.com



Aeroseal LLC

Address: 225 Byers Road, Miamisburg, OH 45342

Main Phone: (877) 349-3828 Primary Contact: Tracy Martin Company Email: info@aeroseal.com

Website: www.aeroseal.com

Unlock new revenue streams and catapult your duct cleaning business to the next level! With Aeroseal's Clean Seal Program you can expand every opportunity, command higher prices, and dominate the competition. With our gamechanging technology, you'll deliver unparalleled results, increase average ticket price, and turbocharge profits — all without adding staff or marketing expenses.

AirDuctMarketing.com

Address: 1579-B Front Road, LaSalle, ON N9J 2B5 Canada

Main Phone: (313) 306-2220 Primary Contact: Steve Rivard

Company Email: solutions@airductmarketing.com

Website: www.airductmarketing.com

American CaddyVac

Address: PO Box 737, Lewiston, ID 83501

Main Phone: (800) 879-5382 Primary Contact: Mac Mattoon Contact Email: macm@caddyvac.com

Website: www.caddyvac.com

American Creative, Inc.

Address: 5241 NW 33rd Avenue, Fort Lauderdale, FL 33309

Main Phone: (888)226-7608 Primary Contact: Don Glasgow

Contact Email: don@americancreative.com **Website:** www.americancreative.com

Answering Service Care, LLC

Address: 441 S State Road 1, Suite 2, Margate, FL 33068

SEE

OUR AD ON

PAGES 10

& 22

Main Phone: (800) 770-0442 Primary Contact: Logan Shooster

Contact Email: logan@answeringservicecare.com **Company Email:** sales@answeringservicecare.com

Website: www.answeringservicecare.com

BioVac System, Inc.

Address: 8701 8th Avenue, Montreal, QC H1Z 2X4 Canada Main Phone: (514) 990-9605

Primary Contact: David McDougall

Company Email: salesproduction@biovacsystem.com **Website:** www.biovacsystem-manufacturing.com

Carlisle HVAC Brands

Address: 900 Hensley Lane, Wylie, TX 75098

Main Phone: (877) 495-4822 Primary Contact: Andrew Powell

Company Email: marketing@hardcast.com

Website: www.carlislehvac.com

CL Ward, Inc.

Address: 1100 Ashwood Drive, Ste 1102, Canonsburg, PA 15317

Main Phone: (724) 743-5903 Primary Contact: Ryan Ward Contact Email: ryan@clward.com

Website: www.clward.com

CompanyCam

Address: 350 Canopy Street, Suite 230, Lincoln, NE 68508

Main Phone: (402) 207-9609 Primary Contact: Claire Ficke

Company Email: sales@companycam.com **Website:** www.companycam.com/nadca

Danduct Clean

Address: Teglvaenget 63 DK-7400, Herning, Denmark

Main Phone: +45 97 12 30 30 Primary Contact: Tim Larsen

Company Email: danduct@danduct.com

Website: www.danduct.com

Decon7 Systems Inc.

Address: 110 N Freeport Parkway, Coppell, TX 75019

Main Phone: (844) 727-3626 Primary Contact: Sergio Navarret Contact Email: snavarrete@decon7.com

Website: www.decon7.com

Duct Cleaners' Supply

Address: 11153 S Wilton River Road,

New Richland, MN 56072 **Main Phone:** (800) 634-2822 **Primary Contact:** John Bently

Contact Email: 4viper@ductcleanerssupply.com

Website: www.ductcleanerssupply.com

Ductmate Industries, Inc.

Address: 210 Fifth Street, Charleroi, PA 15022

Main Phone: (800) 990-8459 Primary Contact: Emily LaCarte

Company Email: orders@ductmate.com

Website: www.ductmate.com



Duct Saddles

Address: PO Box 774, Oakhurst, CA 93644

Main Phone: (559) 658-1010
Primary Contact: David McIntosh
Contact Email: dave@ductsaddles.com
Company Email: info.ductsaddles@gmail.com

Website: www.ductsaddles.com

DS3's patented Duct Saddles make it faster and easier than ever before to restore old saggy duct systems quickly for BIG PROFITS! With each service call, show your customers how to save on their utility bills and save their system from expensive breakdowns. This extremely easy upgrade will pay for itself and have you looked upon as the premier service professional in your market! Customers will enjoy higher efficiency, longer equipment lifespan, and fewer breakdowns.

Heat Seal Equipment Ltd.

Address: 530 Westney Road, Suite 1, Ajax, ON L1S 6W2, Canada

Main Phone: (905) 683-9223 Primary Contact: Brent Ferns

SEE OUR

AD ON

PAGE 21

Company Email: sales@heatsealequipment.com

Website: www.heatsealeguipment.com



SEE OUR AD ON PAGE 32

Hypervac Technologies

Address: 207 Cox Drive, Lethbridge, AB T1K 8H4, Canada

Main Phone: (403) 327-5772 Primary Contact: Colin Harms

Company Email: sales@hypervac.com

Website: www.hypervac.com

Hypervac Technologies Inc. is an industry leader specializing in advanced air duct cleaning equipment and vacuum technology. Renowned for its innovative solutions, Hypervac combines power, efficiency, and portability, enabling HVAC and cleaning professionals to perform superior services. Their cutting-edge trucks, trailers & portables streamline operations, ensuring high indoor air quality and satisfied customers.

Impeccable Air

Address: 819 McKay Court, Suite 203, Boardman, OH 44512

Main Phone: (330) 277-6845
Primary Contact: Dominic Pecchia
Contact Email: dom@impeccableair.com
Website: www.impeccableair.com

InOvate Dryer Products

Address: 250 S Central Boulevard, Suite 207, Jupiter, FL 33458

Main Phone: (561) 744-0473 Primary Contact: Cliff Budnick Company Email: sales@inovate.com

Website: www.inovate.com

Lambro Venting Products, Inc.

Address: 675 rue Brossard, Laprairie, QC J5R 2V1, Canada

Main Phone: (450) 444-0437 Primary Contact: Melissa LeBel Pupo Company Email: info@lambro.ca

Website: www.lambro.ca

LIFAair

Address: Eteläranta 14, Helsinki, 00130, Finland

Main Phone: +358 50 381 5000 Primary Contact: Kimmo Haapalainen Company Email: sales@lifa.net

Website: www.lifa.net

LTE Canada, Inc.

Address: 982 Roger, Granby, QC J2G 3A8, Canada

Main Phone: (800) 557-0966
Primary Contact: Samuel Dupont
Company Email: sales@Itecanada.com

Website: www.ltesupplies.com

Meyer & Sons Inc., Wm. W.

Address: 1700 Franklin Boulevard, Libertyville, IL 60048

Main Phone: (847) 918-0111

Primary Contact: Fergus Keane
Company Email:sales@wmwmeyer.com
Website: www.meyercontractor.com



Meyer Machine Supply & Equipment

Address: 1400 Saint Paul Avenue, Gurnee, IL 60031

Main Phone: (800) 728-3828 Primary Contact: Jimmy Meyer

Company Email: information@meyermachine.com

Website: www.meyermachine.com

Meyer Machine Supply & Equipment is the premiere manufacturer and supplier of Air Duct Cleaning equipment, tools, and accessories for residential, commercial, and industrial HVAC air duct cleaning applications. Additionally, the full line of Dryer Vent Cleaning supplies makes Meyer Machine & Equipment a true One-Stop-Shop for Successful Contractors in the HVAC Inspection, Maintenance and

Restoration Industry.



SEE OUR AD ON INSIDE FRONT COVER

NIKRO Industries, Inc.

Address: 1115 N Ellsworth Avenue, Villa Park, IL 60181

Main Phone: (800) 875-6457 Primary Contact: Corey Anetsberger Contact Email: corey@nikro.com

Website: www.nikro.com

NIKRO Industries, Inc. manufactures a complete line of environmental remediation equipment including: air duct cleaning equipment, HEPA filtered vacuums, insulation removal vacuums, portable air scrubbers, structural drying fans and dehumidification equipment. Turn to NIKRO for a

safer environment!

PriorityLab

Address: 6330 E 75th Street, Unit 334,

Indianapolis, IN 46250

Main Phone: (317) 370-9966
Primary Contact: Brandon Burris
Company Email: Sales@PriorityLab.com

Website: www.prioritylab.com

SEE OUR

AD ON

PAGE 24

Proac Corporation

Address: PO Box 326, Mt. Aetna, PA 19544

Main Phone: (717) 644-7616

Primary Contact: Dale Stauffer

Company Email: info@proaccorp.com

Website: www.proaccorp.com

Rotobrush

Address: 612 E Dallas Road, Suite 400, Grapevine, TX 76051

Main Phone: (800) 535-3878

Primary Contact: Michelle Landers

Contact Email: landersm@rotobrush.com

Website: www.rotobrush.com



SEE OUR AD ON BACK COVER

Scand Tech USA, LLC

Address: PO Box 365, 55 Glendale Road,

South Windsor, CT 06074 **Main Phone:** (800) 587-3980 **Primary Contact:** Phil Benito

Company Email: sales@scandtech.com

Website: www.scandtech.com

Scand Tech USA, LLC offers cutting-edge duct cleaning solutions, including lightweight flexible cables, high-volume air systems, and portable, high-performance vacuum units. Explore our advanced compressed air cleaning equipment, durable video inspection systems, and reliable mechanical cleaning tools, including brushes, cables, and replacement parts. Trusted quality for every job. For top-quality solutions, visit www.scandtechusa.com.

Secure Logic, LLC

Address: 1221 Bayou Black Drive, Houma, LA 70360

Main Phone: (985) 637-7628 Primary Contact: Marty Boquet

Contact Email: marty@securelogicusa.com

Website: www.securelogicusa.com

Service First Processing

Address: 420 W Boynton Beach Blvd, Boynton Beach, FL 33435

Main Phone: (866) 372-5551 Primary Contact: Maria Garber

Contact Email: mgarber@sfprocessing.com

Website: www.sfprocessing.com

Steamatic, LLC

Address: 4320 Marsh Ridge Rd, Ste 190, Carrollton, TX 75010

Main Phone: (817) 332-1575 Primary Contact: Zach Ledford Company Email: info@steamatic.com

Website: www.steamatic.com



SEE OUR AD ON INSIDE BACK COVER

Sunbelt Rentals

Address: 1799 Innovation Point, Fort Mill, SC 29715

Main Phone: (800) 508-4760 Primary Contact: David Drinard

Company Email: customerservice@sunbeltrentals.com

Website: www.sunbeltrentals.com

A leader in the equipment rental industry, Sunbelt Rentals is constantly advancing the idea of how a company can best serve its customers, communities and the planet. With a vast network of locations across North America and an expansive portfolio of products and services, we deliver solutions to support any job.



TapeGuys.com

Parent Company: American Infrared Consultants, LLC **Address:** 4802 S 33rd Street, Phoenix, AZ 85040

Main Phone: (480) 966-1988

Primary Contact: Jerry Lawrence

Company Email: contact@tapequys.com

Website: www.tapeguys.com

At Tape Guys, our relentless innovation is driven by decades of working with duct cleaning pros and international brands. We specialize in multi-formula adhesive tapes in various sizes with private-label options — we've got you covered! Our customers in over 17 countries enjoy same-day shipping, quantity pricing, and top-notch customer service.

Teinnova

Address: Las Balsas, 16 Logroño, La Rioja 26009 Spain

Main Phone: +(34) 941 445 056 Primary Contact: Maria Martinez Miera Contact Email: mmartinez@teinnova.net Website: www.teinnovacleaning.com

Thermaflex

Address: 381 Carwellyn Road, Abbeville, SC 29620

Main Phone: (864) 366-3063 Primary Contact: James Lollis

Contact Email: james.lollis@thermaflex.net

Website: www.thermaflex.net

Vac Systems

Address: 318 Pacific Avenue, Waverly, MN 55390

Main Phone: (952) 808-1619 Primary Contact: Rich Barrett Company Email: info@vacsysint.com

Website: www.vacsysint.com



"We need to stay
educated and in the
know as codes and
regulations change.
You can do that
efficiently here and then
go out and deliver high
level product."



Access Opening (Doors & Cutting tools)

BioVac Systems, Inc.
Ductmate Industries
Meyer Machine Supply & Equipment
NIKRO Industries, Inc.

Adhesives & Tapes

Aeroseal LLC BioVac Systems, Inc. Meyer Machine Supply & Equipment TapeGuys.com

Agitation Devices

Abatement Technologies BioVac Systems, Inc. Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Air Compressors

Abatement Technologies BioVac Systems, Inc. Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Air Duct Cleaning Tools (Whips/ Brushes/Skippers)

Abatement Technologies
BioVac Systems, Inc.
Danduct Clean
Duct Cleaners' Supply
Heat Seal Equipment Ltd.
Meyer & Sons Inc., Wm W.
Meyer Machine Supply & Equipment
NIKRO Industries, Inc.
Rotobrush
Scand Tech USA, LLC
Teinnova

Air Filters & Air Purification Systems

Aeroseal LLC BioVac Systems, Inc. Impeccable Air

Vac Systems

Air Sampling Equipment & Services

Ductmate Industries, Inc.

Air Scrubbers

Abatement Technologies BioVac Systems, Inc. NIKRO Industries, Inc.

Antimicrobial Chemicals

BioVac Systems, Inc. Meyer Machine Supply & Equipment NIKRO Industries, Inc. Sunbelt Bentals

Business Services (Financial, Insurance, Software, Vehicle Tracking Systems)

American Creative, Inc. Answering Service Care CompanyCam Service First Processing

Coil Cleaning Chemicals

BioVac Systems, Inc. Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Condensate Pan Treatments & Coatings

Controlled Release Technologies, Inc. Duct Saddles Meyer Machine Supply & Equipment

DEDP Testing Devices

NIKRO Industries, Inc.

Dryer Vent Cleaning Tools

Abatement Technologies
Duct Cleaners' Supply
Heat Seal Equipment Ltd.
Meyer Machine Supply & Equipment
NIKRO Industries, Inc.
Rotobrush
TapeGuys.com

Dryer Vent Ducting & Termination Devices

InOvate Technologies, Inc. Meyer Machine Supply & Equipment

Duct Accessory Hardware

Ductmate Industries
Duct Saddles
Rotobrush

Duct Materials (Replacement, Flexible Duct)

Aeroseal Duct Saddles Lambro Venting Products

Equipment Rental

Sunbelt Rentals

Franchise Opportunities

Steamatic, Inc.

Hand Tools

Meyer Machine Supply & Equipment Sunbelt Rentals

Humidification/ Dehumidification Equipment (Whole House)

Sunbelt Rentals

HVAC Cleaners/ Degreasers

Meyer Machine Supply & Equipment

HVAC System Filters

Impeccable Air Rotobrush

IAQ Consulting Services

Duct Saddles

Vendors: Category List

Inspection Equipment

Abatement Technologies
Ductmate Industries, Inc.
Meyer Machine Supply & Equipment
NIKRO Industries, Inc.
Scand Tech USA, LLC

Insulation (Includes Adhesives & Repair)

Aeroseal LLC

Marketing

AirDuctMarketing.com American Creative, Inc. Answering Service Care Duct Saddles

Mold Remediation Equipment

Abatement Technologies NIKRO Industries, Inc. Sunbelt Rentals TapeGuys.com

Robotic Cleaning Equipment

Danduct Clean NIKRO Industries, Inc. Teinnova

Safety (Equipment & Consulting)

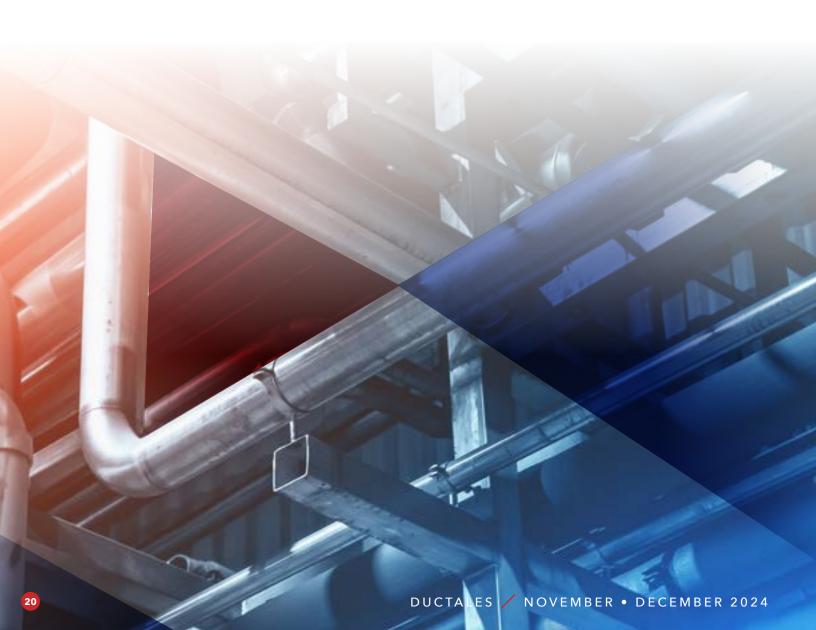
Ductmate Industries, Inc.

Spraying Systems & Equipment

Aeroseal LLC Meyer Machine Supply & Equipment NIKRO Industries, Inc. Vac Systems

Surface Treatments & Coatings

Carlisle HVAC Brands Meyer Machine Supply & Equipment NIKRO Industries, Inc.



Vendors: Category List

Training Services & Schools

Meyer Machine Supply & Equipment NIKRO Industries, Inc. Steamatic. Inc.

UV Light/PCO

InOvate Technologies, Inc. Rotobrush

Vacuum Equipment, Hoses & Connectors

Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Vacuum/Collectors, Gas Portable

Meyer & Sons Inc., Wm. W. Meyer Machine Supply & Equipment NIKRO Industries. Inc.

Vacuum/Collectors HEPA Contact

Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Vacuum/Collectors, HEPA Portable

Abatement Technologies American CaddyVac Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Vacuum/Collectors, Truck/Trailer mounted

American CaddyVac Zoning Devices Meyer Machine Supply & Equipment NIKRO Industries, Inc.

Zoning Devices

Meyer Machine Supply & Equipment NIKRO Industries. Inc.

Make Hose Handling E-Z!

Available in 8" and 10"

Lightweight

Durable



Quick
Twist-Lock
Coupling

E-Z TwistTM Suction Hose Couplers

Connect Vacuum Hoses in Seconds!

Exclusively from Duct Cleaners' Supply
800-634-2822

WHERE TECHNOLOGY MAKES THE DIFFERENCE A HELPING HAND FOR ALL YOUR DUCT CLEANING PROJECTS

2025

NEW PRODUCTS

COMING YOUR WAY

25 YEARS IN THE MAKING

Clients enjoy doing business with us BECAUSE "OUR GOAL IS YOUR SUCCESS" ™

P: 514-990-9605 TF: 1-833-376-3838 FAX: 514-376-2117

(for North America only)

salesproduction@biovacsystem.com www.biovacsystem-manufacturing.com



ave you ever wondered why some teams consistently outperform others, even under the toughest conditions? The secret lies in the phrase: leadership accountability.

If you're looking to lead a team that takes ownership and delivers results, mastering these five key accountability skills is non-negotiable. Here are five skills not normally talked about that are critical to being an effective leader.

1. Planning

Accountability is our ability to account for the steps we take to achieve our desired results. Therefore, it starts with a clear, structured plan to map out each step towards our goal.

Without this foundation, it's easy to get derailed and impossible to improve our processes. Also create a framework for navigating unexpected challenges.

When we have a plan:

- We boost our chances of success.
- We create a framework for navigating unexpected challenges.
- We provide a standard by which we can view our achievement and discover where we can improve it and make it more efficient.

As the saying goes, "Failing to plan is planning to fail."

2. Courage

It takes courage to:

- admit mistakes
- face fears of failure
- confront rejection
- show our vulnerability

In leadership, showing vulnerability can be the ultimate strength.

However, courage isn't just an innate quality — it's a skill we can cultivate. Courage can be found when we think about the impact our actions or inaction can have on those we serve, our team members, customers, vendors and any stakeholder.

It is part of our DNA to not let our tribe down. To develop courage, you must practice thinking about others. Like all skills, it will get better and easier with time and repetition.

3. Being Present

In addition to courage, being fully present in moments of crisis or reflection is essential.

We must see situations as they are, not through the lens of past experiences or future anxieties. Only then can we respond effectively, assess what went wrong, and make necessary adjustments — both in the moment and during evaluations.

Practice presence by setting time away from any distractions and simply focusing on your breathing. Become aware when stray thoughts pop into your head. When they do, don't fight them or dwell on them, simply let them go. At first, you may find yourself straying down some mental rabbit holes, this is normal. Just let the thought go without putting any energy or emotion into it. As you practice this more and more it will become easier

You'll find that in times of stress or crisis, instead of dwelling on how you got there or how the crisis might impact you, you'll see the situation as well as possible solutions more clearly.

4. Equanimity

Furthermore, maintaining calmness in the face of adversity is crucial. Equanimity allows us to accept outcomes without getting overly emotional or frustrated. It's about self-forgiveness and extending grace to others, acknowledging that mistakes are part of the process.

Practicing presence will help with equanimity and there is more you can do.

Take time each day to review challenges from your past, times of stress when you believed there was no way forward, then look at where you are today and recognize that no matter what happened in the past you got through it and probably are in a better place having gone through whatever it was.

Recognizing that challenging times are full of opportunities will help keep your strong emotions in check. The calm leader sees opportunity where others see failure.

5. Candor

Honesty is the backbone of improvement. Even when things seem successful, we must remain candid and ask ourselves, "How can we improve?"

Moreover, radical accountability means consistently aiming higher than expected and never settling for "good enough." Candor doesn't mean cruelty, it is truth supported by love. Find ways to be candid without being hurtful.

Start by asking yourself "what's my intention?" If it's to hurt, cause pain, or lash out whatever words you find will do just that. Practice thinking of others and how they can improve or benefit and practice coming from that place. Through candor, we can continuously raise the bar for ourselves and our teams.

By practicing these five skills daily, we can build a culture of accountability that leads to personal and team

growth. In this situation, start by reflecting on which of these skills you excel at — and which ones need more attention.

How can you apply these insights to your leadership approach this week?

Dave Rosenberg is a thought leader, renowned speaker, author, and podcast host in the field of Radical Accountability. He has been the president of 4 organizations and has consulted with over 100 companies across the United States. His clients represent a large cross section of industry from manufacturing, retail, construction, engineering, farming, trucking communications and service. With over 30 years of experience working with organizations of all sizes, Dave brings a unique blend of expertise and passion to every speaking engagement.



'Negotiate' Isn't a Bad Word



egotiating doesn't have to be a bad word. Instead of having a negative connotation, think about it as reaching an agreement that benefits everyone. Doing this involves preparation, communication and a deep understanding of your value — the lack of confidence to negotiate breaks down when you don't have all three things. More often than not, I see people give in during negotiations because they don't understand their value (salary) or what things truly cost

(fees for service). This does a huge disservice to you and your worth.

Let's talk about how to get comfortable with all three so you can negotiate with confidence.

Preparation Is Key

Preparation is key, whether it's for a salary or a contract. This involves understanding your worth, the industry standard and what the other party values. You need to go beyond simply knowing the numbers; understanding your strengths, what makes you unique and the specific outcomes you can deliver sets the foundation for a compelling negotiation strategy.

First, know what your alternatives are when you go into a negotiation. It might be another job offer, another client or another opportunity.

Whatever it happens to be, having that in the back of your mind will help

your confidence and put you in a much stronger position to negotiate.

Too often, we go into asking for a raise or to win a new piece of business without an alternative, which is our first mistake because it creates a no-win situation where we feel pressured to accept a deal that doesn't meet our needs.

One of the biggest negotiation mistakes is focusing too much on the cost rather than the value. If you're negotiating your salary, it's not about the number on the paycheck but about the value you bring to the company—the problems you solve, the revenue you help generate and the efficiencies you create. Communicate the value, not just the number, and back it up with data, examples and specific achievements.

How to Earn What You're Worth

To figure out what you're worth, there are four things you can do:

- 1. Do your research
- Develop a unique value proposition, either for yourself or for your business
- 3. Build your brand
- 4. Practice saying no

Do Your Research

Understanding the market rate for your role or service is crucial. Websites like Glassdoor, LinkedIn, and Payscale can provide valuable insights into what others in your position earn. Understanding what competitors charge for similar services can provide a benchmark for business owners and solopreneurs.

However, this is only a starting point. Don't settle for market rates; consider your unique skills, experience and the specific value you provide.

Develop a Unique Value Proposition

Your value proposition sets you apart from others in your field or even at your own company. What do you bring to the table that others don't? Are you particularly skilled at planning or customer service? Do you have a unique combination of skills that others lack?

Define what makes you unique and be ready to articulate it clearly in your negotiations.

Build Your Brand

Your brand is a powerful tool in ensuring you earn what you're worth. It helps you establish credibility, authority and trust. When you're known for your expertise, people are more willing to pay a premium for your services or your salary.

Building a strong brand involves consistently demonstrating your knowledge, sharing valuable content, networking with the right people and maintaining a professional online presence.

Practice Saying No

One of the hardest things to do, especially when you're just starting out or your revenue is down, is to say no to opportunities that don't meet your value.

But this is important.

When you accept less than you're worth, you set a precedent. Practice saying no to offers that don't align with your value. It sends a strong message about your worth and prevents you

from getting locked into low-paying, undervalued situations.

Do Not Negotiate Against Yourself

The last thing I want you to think about — do not negotiate against yourself.
Too often, many will say, "Well, I don't think they can afford what it really costs." Or "I don't have all of the experience the job description requires, so I'll settle for lower pay,"

No. Stop it. Do not do this.

The only person you're negotiating against is yourself when you do this. You do not know if they can't afford what it really costs. And if they can't, they need to find another. You do not know who else is interviewing for the job or the piece of business. You could very well be the best candidate for the role

Do not underestimate yourself, and do not negotiate against yourself.

Negotiate for Your Financial Security

Ultimately, changing this narrative of what negotiating means starts with each of us. It's about creating a culture where workers and business owners feel entitled to advocate for their financial security and professional value.

Gini Dietrich is the founder, CEO, and author of Spin Sucks, host of the Spin Sucks podcast, and author of Spin Sucks (the book). She is the creator of the PESO Model® and has crafted a certification for it in collaboration with USC Annenberg. She has run and grown an agency for the past 19 years. She is coauthor of Marketing in the Round, co-host of Inside PR, and co-host of The Agency Leadership podcast.



Dell Discount Program: Time to Take Stock!

As the year winds down, it's the perfect moment to reflect on your technology needs, and we've got just the thing to help you out! NADCA members can take advantage of our partnership with Dell, which offers fantastic savings—up to 30–40% off everyday prices—on a wide range of Dell hardware for both business and personal use.

Whether you're looking to upgrade your OptiPlex desktop, Latitude laptop, or even treat yourself to an XPS or Inspiron model, Dell has you covered. Don't forget about their powerful PowerEdge servers and Precision workstations, along with their award-winning monitors.

This is a great opportunity to invest in technology that can help you work smarter and boost your bottom line. Happy shopping!

Committee Spotlight

Annual Meeting Committee

re you ready for an event that blends professional growth with a dose of Southern charm? The 36th Annual Meeting & Exposition is just around the corner, and this year, we're headed to the enchanting city of Savannah, Georgia! The Annual Meeting Committee has been hard at work, fine-tuning the program to offer a unique experience that goes beyond the usual conference setting. From March 17–19, we'll gather in historic Savannah, where we will have the opportunity to network and learn together.

This year, attendees will once again enjoy the popular golf outing—a chance to unwind, reconnect, and make lasting connections with industry peers. But the excitement doesn't stop there. We're also inviting attendees to experience the vibrant energy of the third-largest St. Patrick's Day Parade in the U.S.! Join thousands in celebrating in true Savannah style, where the spirit of the city and its rich history come alive with music, color, and festivities.

The Annual Meeting Committee has dedicated countless hours to making this event memorable, selecting top-tier speakers and refining the program content to ensure each attendee leaves with valuable insights, fresh perspectives, and practical takeaways. They work hand in hand with the Board of Directors to craft a program that balances learning, inspiration, and good old-fashioned networking — all set against the backdrop of beautiful Savannah.

Whether you're a first-time attendee or a seasoned regular, this year's Annual Meeting is shaping up to be one of the most exciting yet. Don't miss the chance to gain industry insights, strengthen your network, and enjoy the culture and camaraderie Savannah has to offer. Register today to secure your seat and be part of a tradition that keeps getting better with every year.

This year's program includes the following CEC Session opportunities:

- Learn about NADCA's Scientific Efforts: The Denver Public School Project and Energy Study Paper Update
- Hygiene Maintenance: Setting a Maintenance Schedule and Securing Long-Term Client Commitments for HVAC System Cleaning
- Natural Disasters: How to Collaborate with Restorers and React Quickly
- Clearing the Air: Prioritizing Indoor Air Quality with Streamlined HVAC Specifications

More details here: https://annualmeeting.nadca.com/program

SPECIAL THANKS TO THIS YEAR'S HARD-WORKING ANNUAL MEETING COMMITTEE:

Chair: Jim Castellano Kelly Dexter Tyler Batchelder Brooks Ingrassia Matt Jackson

Paul Keller, Jr. Lauren L'Herbier Michael McDavid Clint Orr MJ Palazzolo Ken Rothmel Ray Strozyk Michael Vinick 2024 SAFETY AWARDS

he National Air Duct Cleaners
Association (NADCA) created
the Safety Awards Program
to recognize companies that have
sustained superior employee safety
and health program results. Companies
able to demonstrate excellent safety
records will be honored with a Safety
Award from NADCA.

All companies participating in the NADCA Safety Awards Program, regardless of size, must maintain an OSHA #300A Log. For more information about OSHA #300A Log requirements, contact your regional OSHA Office, State Plan Office or visit osha.gov.

Awards Program Criteria

- The company must be a member of NADCA.
- The company must provide a copy of the completed OSHA #300A Log, regardless of size.
- Applicants must pay the \$150 application fee.
- Completed applications must be received by NADCA no later than February 7, 2025. No applications will be processed after this deadline.

Award determinations shall be made using standardized formulas developed by the National Safety & Health Council. The data submitted by applicants will be used to determine if the company's record of nonfatal occupational injury and illness incidence rate is less than or equal to industry averages.

For the purposes of this program, industry average shall be that of the SIC code "services to buildings." The final number using the formula below must equal eight (8) or less. If the final number is more than eight (8), the company will not be eligible for a NADCA Safety Award.

The NADCA Safety Awards are presented in recognition of a company's safety and health program results and achievements during the previous calendar year (January 1 to December 31). All applications and companying required documentation will be held in confidence by NADCA. The Incidence Rate is determined by using the formula include here. Award determination decisions are final.



DO THE MATH!

This is the formula used to calculate non-fatal occupational injury and illness incidence rate

Total Recordable Cases x 200,000

Employee Hours Worked

Clarification of Definitions & Calculations

- Employee hours are those accrued in operations and job sites.
- Information provided must include office and supervisory personnel on all shifts for the company or unit involved.
- Statistics are to include only employees on the company payroll, not those of independent contractors, guests, customers, etc.
- Employee hours should be calculated from payroll or time clock records. When this is not possible, they may be estimated by multiplying the total employee days worked for the period covered by the number of hours worked per day. If the number of hours worked per day varies between departments, separate estimates should be made for each department and the results added.
- The total number of employee days for a period is the sum of the number of employees at work on each day of the period.
- In calculating employee hours of exposure for employees who live on company property, only those hours during which employees were actually on duty shall be counted.
- For executives, traveling salesman, etc., whose working hours are not defined, an average of eight hours a day shall be assumed in computing employee hours.
- Do not include any non-work time, even though paid, such as vacation, sick leave, holidays, etc.

NADCA SAFETY AWARD APPLICATION

Application Information Complete all sections below. Company Name: President or Senior Officer: Street Address: City, State, Zip: Fax: Phone: Yearly Average Number of Employees: Contact Person / Safety Director: _____ **Injury and Illness Records** Complete the information below for the period spanning 1/1/2024 to 12/31/2024. 1. Average number of employees: 2. Total employee hours worked: 3. Total recordable cases: (from OSHA #300A Log, Lines G, H, I, J) 4. Total number of lost-time injury and illness cases involving days from work: (from OSHA #300A Log, Line H) 5. Total number of lost-time days: (from OSHA #300A Log, Line K) 6. Total Recordable Cases (from Line 3 above) x 200,000 Employee Hours Worked (Line 2 above) * This number but not be more than 8 **Payment Information** Application Fee: \$150 ☐ Check Enclosed ☐ Visa MasterCard ☐ American Express Card Number: _____ ____ Exp. Date: Cardholder Name: Signature: _____ Amount authorized to charge: \$ _____

Return your completed application to NADCA by February 7, 2025, at:

NADCA

1120 Route 73, Suite 200 Mt. Laurel, NJ 08054

Fax: 856.439.0525

Email: membership@nadca.com

IMPORTANT!

A photocopy of your company OSHA #300A Log must accompany this application. Applications without the OSHA #300A Log will not be accepted under any circumstances.

How Europe Is Facing The Indoor Air Quality Challenge



ndoor air quality has become an increasingly prominent issue in Europe, with the COVID-19 pandemic significantly heightening awareness about potential air contamination, especially in confined spaces. Estimates reveal that European citizens spend up to 90% of their daily time indoors, whether at work, school, running errands, using public transportation, or engaging in recreational activities like cinemas, theaters, and gyms. This phenomenon has led to the coining of the term "Indoor Generation."

While this trend isn't inherently negative, it underscores the critical need for indoor environments to adapt to human well-being requirements. Unfortunately, many indoor spaces are poorly lit, inadequately ventilated, and generally adverse to human health and comfort.

The impact of indoor air on human health is far more significant than commonly perceived. While the effects of outdoor air pollution are well-documented, indoor air pollution is equally concerning. Scientific studies have demonstrated that indoor contamination reduces concentration and productivity, significantly impacts children's development (including cognitive aspects), and can be a source of severe and incurable diseases, including cancer.

In this context, it's crucial to highlight the role of HVAC systems. While indoor pollution isn't solely linked to these systems, optimal hygiene management of HVAC installations could dramatically reduce the problem. The issue stems from aeraulic pollution: over time, HVAC systems become contaminated, and microbiological agents (particularly molds) colonize and multiply on internal surfaces. Without proper hygienic management through regular inspections and corrective actions, these systems can spread dangerous contaminants that jeopardize human health.

Taking Italy as an example, there's a legal requirement to inspect HVAC systems annually and perform corrective actions if necessary. This is a step ahead of some countries where such obligations don't exist, but it's still insufficient as many often fail to comply with the regulation.

In Europe, the use of environmental sensors is widespread for managing indoor pollution. However, there's a lack of awareness that effectively addressing aeraulic pollution is a prerequisite for environmental sensors to be truly effective: in fact, environmental sensors don't detect the origin of contamination, so they are not enough to keep indoor contamination under control.

Integrating internal HVAC monitoring with environmental sensors would be a more comprehensive approach.

Beyond efforts to raise public awareness by both industry players and institutions, sustainability and energy efficiency are significant drivers of the aeraulic hygiene market in Europe. Europe aims to become the first zero-emission continent by 2050, and HVAC systems play a crucial role in this context:

- Repairing air leaks, which are frequently found in these systems, leads to substantial savings in electrical, thermal, and cooling energy.
- Modern remote monitoring and predictive maintenance systems allow for targeted cleaning, resulting in less waste of time and money for clients.
- Leak-free and clean systems not only reduce pollution and provide economic savings but also better protect human health, at least concerning air treatment systems.

In conclusion, Europe is shifting focus from the simple idea of "cleaning" to a broader concept. The aim isn't merely to profit from client sanitizations but to offer an increasingly optimized and sustainable service. As a company, we've experienced excellent returns in terms of reputation and prestige by operating in this way.

NEW MEMBERS

NEW MEMBERS

9462-2826 Québec Inc

St-Maurice, QC CAN

Answering Service Care, LLC

Margate, FL USA

B&L Testing and Balancing

East Rockaway, NY USA

Blown Away Duct Cleaning LLC

Jackson, NJ USA

Central Penn Duct Cleaning

Enola, PA USA

Clean In Between

Westbrook, CT USA

Crawl Masters

Manchester, TN USA

Dimtech S.A. Technical and Commercial HVAC Company

Attica, GR

Ductclean Effects, LLC

Hamden, CT USA

DuctGurus LLC

Harrisburg, PA USA

Fresh Sweeps Chimney and Air

Duct Cleaning

Lakewood, CO USA

Indoor Air Quality Management LLC

Dallas, TX USA

Mechanical Maintenance, Inc.

Lacey, WA USA

PuroClean Managed Services

Williston, VT USA

Sea To Sky Facility

Maintenance Inc.

Vancouver, BC CAN

Seven Star HVAC & Duct

Cleaning LLC

Wheeling, IL USA

Sweep Home Efficiency & Air

Quality

Dartmouth, NS CAN

URI Environmental, Inc.

West Norriton, PA USA

Xtreme Home Services

Rocky Mount, VA USA

NEW ASCSS AND CVIS

NEW ASCSs

Jarmee Amansec

Mechanical Maintenance, Inc. Lacey, WA USA

Moamen El Mansy

Advanced World Trading Riyadh, SAB

Maximiliano Glisenti

Indoor Air Quality Management LLC Dallas, TX USA

Corey Glynn

American Clean Air, Inc. Marshfield, MA USA

Mark Miller

KMS Air Duct Cleaning Minneapolis, MN USA

Zachary Oplawski

Mr. Duct, Inc. Lisle, IL USA

Dominic Sciorilli

T&D Duct Cleaning Sykesville, MD USA

Quinn Tucker

KMS Air Duct Cleaning Minneapolis, MN USA



- EPA California Compliant
- Body designed to mount to any 1-ton truck or bigger
- Under 10,000 pounds, NO MORE DOT!
- Space for a portable vacuum
- Separate compressor for dryer vents
- Aquilar filter bags, filters better in the rain
- Easy clean out bin, NO MORE TRIPS TO DUMP!
- -3/16" aluminum, NO MORE RUSTI
- -Bag door opens/closes from ground, NO MORE GETTING ON ROOF!
- Ladder rack no longer over the bag door
- Use a simple propane heater to warm it up in the worst of winter

At Hypervac, our core mission is to build equipment that combines our 40 years of industry experience with new innovations that make you more pro table and your work life better.

Our greatest strengths lie in the fact we build our own equipment. From the body to the fan, it's all built in-house. That engineering dominance allows us to build a superior, cutting edge design, the best built truck in the industry, and sell it a ta reasonable price, giving extremely good value. While the cost of other duct trucks are skyrocketing, we're bringing out affordable options with better quality.

Other companies have to hire out all of their components, like the fans and service bodies to third parties, making their units more expensive than they need to be. Receive

\$1,000

A Hybrid Portable Duct Vacuum when buying a H2 duct truck.

ff Just mention this ad!



There's only ONE H2 duct truck, the rest are all just imitators.

1(702) 528-5381 | Hypervac.com



LET'S RECOVER TOGETHER.

Don't let a disaster disrupt your operations. Trust a partner whose rental services are available 24/7 to meet your emergency restoration needs. Whether you need a complete solution or supplemental equipment, our fleet of rental equipment can help you handle cleanup and long-term restoration.



SCAN TO GET QUOTE

SUNBELTRENTALS.COM | 888-846-1077

© 2024 Sunbelt Rentals Inc.







10% OFF for all NADCA Members*

* with proof of current certificate.





Wohler VIS 3XX Video Inspection Kit







LIGHT WEIGHT PORTABLE POWERFUL

REVOLUTION HYBRID





VE 400 HD