

Member Insider

Women in HVACR – 4th Quarter Newsletter



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One Surefire Way To Ignite Your Business Growth By Kenny Chapman, The Blue Collar Success Group



There are so many things to look at when it comes to creating a sustainable and profitable home service company. Things like sales models, technician training, hiring, overhead, competitors, and so on. These are all important factors and we definitely need to have timely and accurate reporting systems to keep track of the [Key Performance Indicators](#) that drive our businesses.

With all the quality reporting that you look at (or should be looking at) each day, week, and month, **there is one critical factor that can get overlooked.**

What's your personal level of engagement? How passionate are you about your team, your company, and your customers? When you wake up in the morning, do you feel that sense of excitement about your day? Or, are you living in a bit of a fog while going through the motions of running a company?

The success of your company is directly tied to your personal level of engagement as a leader. You must constantly reinvent yourself, no matter how long you've been in business. The market is changing, your competition is improving, and you must remain engaged and evolve through the process.

Earlier this year I celebrated my 20 year anniversary as the owner of what has become Peterson Plumbing, Heating, and Air Conditioning. Our company today doesn't even remotely represent our humble beginnings when I first purchased the one man show called Tope's Rooter King. We've gone through multiple acquisitions, name changes, logos, and company leaders in those 20 years.

Many things changed over the years and yet one thing has remained predictable and consistent. Our success is directly tied to my own level of passion and engagement, as well as that of my leadership team. When distractions come into play, results suffer. When we feel bored, or tired, or burned out, the company will reflect this through results.



One Surefire Way To Ignite Your Business Growth By Kenny Chapman, The Blue Collar Success Group

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Reinvention 101 - If you're anything like me, you thrive on change and growth. Even if you don't love it, I'm certain you can see the value of these two principles. Winning companies reinvent themselves without changing positions or roles. We desire progress more than anything in the world, and progress requires change. Think about the last week and mentally do some clarification about how engaged and passionate you've felt about your tasks. Don't overthink it, listen to your gut.

If you're not feeling energetic and excited, it's time to reinvent. I'm not suggesting you need to feel like you're at Disney World every day or with every task. Of course there are certain aspects of your job that you enjoy more than others. However, your overall gut feeling needs to be one of excitement for what's happening now, as well as the next levels of growth as a leader and a company.

Don't feel alarmed, ashamed, or frustrated if you are in that space of burnout. Just don't stay there. Do something right NOW to take a different action. If you're in a funk, send us a message! Please!

I'll be happy to spend a few minutes with you to help you get past whatever it is that's got you jammed up. Several of our mastermind coaching group clients came to us ready to leave the business. What's interesting to me is that two contractors I can think of specifically came to us wanting to fix their companies just enough so they could sell and do something different. We've helped both of these companies double in sales while creating more profit and both owners are having a blast again and aren't even thinking about selling.

Why? Engagement! If you don't have engagement it's costing you money. If you're unclear about how important this is, or if you too are in a place that you're not enjoying the business very much, I want to hear from you.

Get engaged, live with passion, and have more fun in your career. You'll like what the results will show you.

My very best,
Kenny

Author, Speaker and Business Owner Kenny Chapman is an entrepreneur at heart. As the owner of a plumbing and HVAC business himself Chapman uses his real world experience to deliver powerful lessons on change and motivation to audiences. Named one of America's Premier Experts in 2011 Chapman is an award winning speaker and trainer delivering his message throughout the world. Chapman started The Blue Collar Success Group to bring training, tools and resources to the contracting industry and fulfil his desire to help others in this industry grow and thrive. He is the 2014 winner of the Tom McCart Consultant of the Year award. He authored a book called The Six Dimensions of C.H.A.N.G.E. and writes a monthly column for Plumbing & Mechanical Magazine. Kenny has also been seen on ABC, NBC, CBS and FOX, as well as featured in USA Today. Learn more about Kenny Chapman and The Blue Collar Success Group at www.thebluecollarsuccessgroup.com

Don't Go There! Targeted Dispatching.

Contributing Article by Rodney Koop
Founder, The New Flat Rate



Do you know where you shouldn't go?

Most advertising and marketing plans try to focus on where the money is, where we want our customers to come from. But maybe it's time to consider where you don't want to go.

In our HVAC company, when we first began to use targeted marketing methods we started by putting two big maps on the wall. And by big I mean the 4' X 6' maps we used to get from Champion Maps. The first one was a map of our little city, Dalton GA. The second was the surrounding areas which consisted mostly of Whitfield and Murray County.

We then circled neighborhoods that we always had good success working in. But over the years something else happened. We began to identify areas that almost always seemed to end up not so good. For example one area was notorious for not paying, or having bounced checks. We finally circled that area with a big red line. We never again took a service or sales call in that area. After all, there are probably 30 or more HVAC contractors in our little area and the others need something to do...so we quit responding to everything as if it were a fire and we were the only fire truck.

This got us to thinking about where we really didn't want to work. For example do we really want to take calls 30 miles away? You know the calls that get booked but you never get to because you keep planning to do them after you catch the closer ones?

Now I'm not talking about the "whales", last week I went 80 miles to do an indoor air quality inspection for a very nice lady with serious health issues. She lives in a 6,000 square foot home and wants her HVAC systems and air ducts renovated to provide cleaner, fresher air. I will drive a long way for that type of call because my history of very good success with high profits allows for that. **But why drive 30 miles for a 20% chance at a lousy call?**

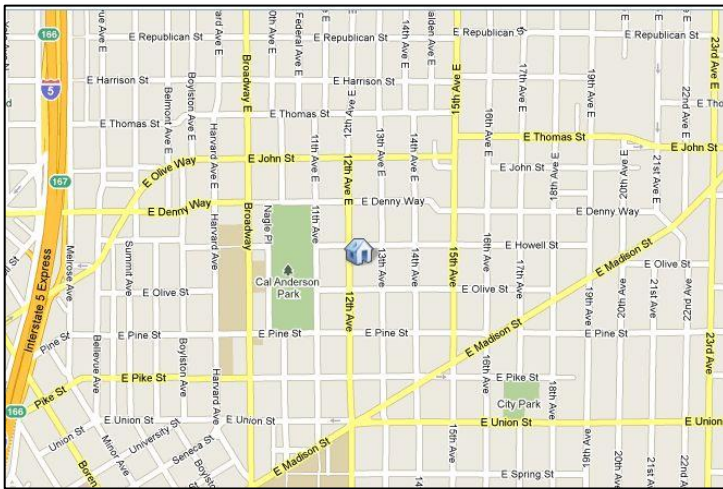


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So today's recommendation is to take a look at your map and circle the red areas and never take another call there again. Then use another color like purple to circle the highly questionable areas that are "not quite as bad" but not good either. Now circle in blue the top area you want to see your trucks in every day, then use green for the second best areas. The second best could be great areas also but maybe a little farther away than the blue or maybe not as likely to always have cash or credit for your services.

An example of that is areas with older nicer homes in areas that are being bought up by younger people who are over extended. I would prefer an older neighborhood of more mature residents who will find the money to repair or replace when necessary.

Once you have 4 colors on the map you now have 4 priorities for calls that come in. Priority one (blue) gets the next available service or sales truck. Priority two (green) is always scheduled after the blues are taken care of. Priority three (purple) and four (red) get referred to competitors. Now spend your time taking care of the blues and greens.



It's On My Heart: Another Year End!

Contributing Article by: Jim Hinshaw
Founder of Sales Improvement Professionals

We are coming to another year-end. Hope you achieved some goals this year, actually, hope you stretched your goals and achieved them! Here are some year-end ideas to help with next year, right around the corner, or already under way, depending on when you are reading this. First, spend some of that hard-earned money on literature. Yep, buy a book or two. OK, so you can do the ebook thing, I have about 50 on my ipad. In most cases, you still have to buy them. Here are a few gems that I read this year, just some ideas to prime the pump.



For Love of Country, By Howard Schultz and Rajiv Chandrasekaran. Howard is the CEO and founder of Starbucks, Rajiv is a Washington Post journalist who has covered Afghanistan over the last decade. The book is all about our brave soldiers who have experienced the horror of battle, overcome impossible odds, and sacrificed their health for their comrades. If you can read this without a box of tissues by, well, you are a better person emotionally than me. Most of you are, but the book will reach your heart. You will see the story of a doctor whose son is killed in action, and he decides to serve in the Navy. At age 60! Not possible. You will need to read the account, and when you do, you will never say "impossible" again.

To make this book even better, it is on sale at Starbucks, 20% off. Howard shares with us what these veterans can teach us about citizenship, heroism and sacrifice.

A second book that impressed me this year is Zig Zigler's last book, **Born to Win**, published by his son Tom in 2014. Zig gives us some great ideas for living a full life, how to plan, prepare and expect to win. Details that I was not aware of include the fact that he was married at age 20, and started off in the position of salesman, and did poorly for the next two decades. When his first child was born, he did not have enough to pay the hospital bill, which was less than \$100. He went back to zero more than 10 times in the next 20 years. This all helped form his attitude of hard work and sticking to it to succeed. What helped him turn the corner was when he accepted Jesus into his life at age 45. He turned the corner then, never looked back.

It's On My Heart: Another Year End!

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I also bought the **21.5 Unbreakable Laws of Selling**, by Jeffery Gitomer. Jeffery is so good, I am listening to a set of his CDs from 2000, he is still spot on. I was blown away by his logic: how do we greet customers. Tells us of checking into a hotel, how do they greet him? One of several ways: Next, Last name, Are you here to check in, or some other comment that does not endear us to the person behind the counter. In the same session he talks about a wake-up call. They suck. He suggests a different type of call: smell that coffee? Crisp bacon, scrambled eggs, hot coffee, all available for only \$7.99. Don't you want some breakfast now? He is great.

I am currently reading **What the Dog Saw** by Malcolm Gladwell. He shares with us why there are dozens of types of mustard, but only one style of ketchup. We learn about Ron Popeil and how he got started, the history of his success. We read how Cesar Millan runs 47 dogs at a time, and on command, they stop running and return to their kennel. All quietly. The story behind the story.

I have saved the best for last, **Unbroken** by Laura Hillenbrand. Yes, the same Laura who wrote Seabiscuit. She was staying at a friend's farm in upstate New York when she stumbled across the story of Louis Zamperini. He was a Olympic runner who got involved in WWII, got shot down over the Pacific, drifted over 40 days in a life raft, then was rescued. But the bad news is, the ship that found them was a Japanese ship, he spent years in prisoner of war camps. But was not defeated, his spirit was "unbreakable". He died just a couple of years ago, living in California and still active up into his 90s. The movie comes out in December, 2014, it will rock. Angelina Jolie produced it, had a chance to show it to Louis in the hospital before he passed away.

The book will give you courage to face what ever lies ahead, the movie will give a vision to the book that will be stunning.

So enjoy the New Year, and get involved with books like never before. Send me your best reads, will publish in a later newsletter. Bless someone this year, do something for someone else who cannot pay you back, it will bless you!

Oh, here is another best seller, now in the 9th printing!

<http://www.blurb.com/b/2549341-lessons-learned>

You can preview it and see if it is what you want. The book deals with how one employee can make a difference with a customer, good or bad!

Member Spotlight

Featuring WHVACR Board Member **Amy Davis**
Vice President, Budget Services



1. What was your motivation to get into HVACR?

Honestly, I was a full time mom trying to return to the work force yet still be a mom and available for my youngest son as he entered first grade. An opportunity presented itself with an opening for a part time dispatcher at a local HVAC & plumbing company. I was fortunate enough to be able to work flexible hours and learn the industry from the ground floor.

2. How long have you been apart of the HVACR industry?

Eight years! And my, how the time has flown.

3. What would you say has been your greatest achievement, AND what has been your greatest obstacle?

My greatest achievement since joining the industry as a part time dispatcher has been partnering with Daniel LaGarce. In 2009 we made a decision to work together and start Budget HVAC & Plumbing. With \$139.00 in a bank account, one technician and one van, we have grown into a fleet of over 18 and sales over \$2.5 million. It's been a lot of hard work but in my opinion a great achievement.

My greatest obstacle? I've pondered this question since being asked to do the member spotlight. There are many! Especially in this industry, as a woman. I try to maintain the attitude that obstacles are meant to be overcome, regardless of how great they may be. I will say however, one of the greatest obstacles I continue to see in our field is the lack of women and or the perception of a minimized role a woman plays in a male dominated field.

4. How would you sum up your experience in the industry?

Busy! Needless to say the last 5 years have been very busy. I continue to learn every day as I grow in this industry that keeps me very *busy!*

5. What benefits do you feel being a woman in the HVACR industry has had for you?

Since joining Women in HVACR in 2012 I have met many wonderful women in our industry. It's necessary for us to reach out to each other for networking and mentoring opportunities. Women in HVACR has allowed me these opportunities to meet and network with other strong, successful women in our field. I have learned much in the last two years and look forward to growth ahead for the organization.



Member Spotlight

Featuring WHVACR Board Member **Amy Davis**
Vice President, Budget Services

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6. Tell me about your company and your roll within the company, how has that changed over the years?

My role within the company has grown and evolved rapidly. Needless to say I am no longer the dispatcher. By title, I am now a Vice-President and Director of Operations. My role is slowly moving toward a coach, mentor and leader.

After a busy and rapid growth within the company, I look forward to the betterment ahead of us.

7. What would be your advice to a female new to our industry?

Run! (lol)

Honestly, I would say we need you! There's a lot to learn, change is constant and discouragement is a hazard. The ages of equipment and people in our industry are broad and require patience. Hang in there! **Find a company that cares about it's employees and grow with it.** Our industry is one of the fields that will continue to grow and the need for employees is great.

8. Tell us about yourself personally- hobbies, family, sports, how do you stay grounded.

For "me" time I prefer to be on a horse somewhere on a trail. I've always been an equine girl. It's just me! I'd have them in my back yard and spend my days tending to them if I could. Unfortunately, my subdivision and busy schedule don't allow this but I cherish my horse time, it definitely grounds me.

9. What are your personal interests outside of work – what keeps you sane?

My family. Honestly, they balance me. I'm a very driven person, my family reminds me to slow down and enjoy life outside of being busy at work. My youngest son is a committed travel- select baseball player. Baseball is a staple in my life and I love it. Being from St. Louis, if I'm not at a Cardinal game I'm on a field somewhere!

Regional Meeting Wrap-Up Dallas/Fort Worth, TX – October 2014

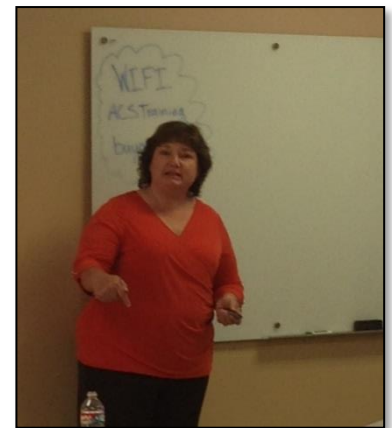
Thank you to everyone who attended and made our October Regional Meeting such a success. Look for more Regional Meetings coming up, starting Spring 2015!



Mike Moore, Training Director, HVAC Learning Solutions, one of our speakers at DFW Regional WHVACR Meeting on October 24th.



Matt Michel, CEO & President, Service Roundtable, one of our speakers at the DFW Regional WHVACR Meeting on October 24th.

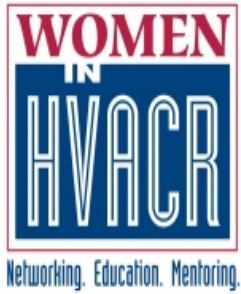


Kim Sitton, Operations Manager, Texas HERO (Home Energy Rating Organization), one of our speakers at DFW Regional WHVACR Meeting on October 24th.

INNOVATIONS
Women in HVACR Regional Meeting
Go to this link to register! <http://fs8.formsite.com/whvacr/form11/index.html>



Dallas/Fort Worth Regional WHVACR Meeting



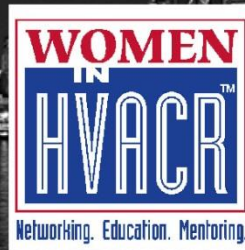
Join Us In Chicago!!

Annual Meet & Greet

Join Us at our Annual AHR Expo Meet & Greet

Kitty O'Shea's Irish Bar
(Located on the Lobby Level of Hilton Chicago)
720 South Michigan Avenue
Chicago, IL 60605

Tuesday, January 27th
6:00pm - 7:30pm
Cocktails and Appetizers will be Served



Event Sponsored by Southwire Company, LLC

Please join us for a Meet & Greet to experience the Women in HVACR organization. Learn how our organization can benefit you through networking with the Executive Board and current members.

Women in HVACR seeks to serve our members by providing professional avenues to connect women growing their careers in the HVACR industry. We empower women to succeed through networking opportunities, mentoring, and education.





HVACR Workforce Development Foundation To

Address Industry Needs at the [2015 AHR Expo](#)

Foundation Becomes Newest AHR Expo Endorsing Association

Westport, Connecticut... October 27, 2014 — AHR Expo Management has announced that the [HVACR Workforce Development Foundation](#) has become the newest Endorsing Association for the 2015 exposition in Chicago, January 26-28.

Representing a unified undertaking to address the workforce needs facing the HVACR industry in the near future, the HVACR Workforce Development Foundation is committed to: raise awareness of the HVACR industry and the importance it plays in daily life; create interest in the HVACR industry as an attractive and profitable career choice; and enhance the quality and quantity of available workforce for the HVACR industry.

“We are excited about partnering with AHR Expo to make thousands of HVACR professionals more aware of the many opportunities available in the HVACR industry,” said Kari M. Arfstrom, Executive Director. “AHR Expo allows us to reach all of our target audiences in one place – from the manufacturers and suppliers to the people that spec and install HVAC systems.”

The HVACR Workforce Development Foundation also assists students in finding the appropriate schools and in sourcing scholarships through its many sustaining members. The Foundation will host a booth on the Show floor to meet with anyone interested in learning more about the Foundation’s work and its mission.

“Ensuring that the HVACR industry has a skilled workforce is critically important to everyone involved with AHR Expo,” said Clay Stevens, President of International Exposition Company, which produces and manages the AHR Expo. “We always reach out to career and technical schools and colleges in the marketplaces where the Show is being held and invite the students and faculty to attend AHR Expo because they represent the future of the industry.”

Stevens added that together with Co-sponsors ASHRAE and AHRI, and Honorary Sponsor HRAI, nearly three-dozen industry associations now endorse the world’s leading HVACR exposition.

A complete list of the other AHR Expo Endorsing Associations is available on the Show’s website www.ahrexpo.com/forexhibitors/endorsers.php.

For more information visit the Show’s website at www.ahrexpo.com.



Duct Replacement In Existing Buildings Is Rarely The Most Economical Retrofit Option

Eric Gordon, Carlisle HVAC Products



Maintenance on our buildings is crucial to longevity, sustainability, and occupant safety. When carpet is worn out, windows are broken, or an air handler or furnace has seen its life come to an end the solution is simple – replace. Replacement of those items is relatively easy and has little to no impact on the building’s operations or occupants.

Ductwork is a different story – when serious problems with ductwork are identified oftentimes the only perceived solution is to tear it out and replace. This could be an issue with the duct’s internal insulation becoming brittle, flaking off and compromising indoor air quality (IAQ). Or the problem can be an air delivery one that can be traced to duct leakage – required air volumes are not being met which leads to thermal comfort and/or pressurization issues.

At Carlisle HVAC/Hardcast we think about ductwork every day. We pride ourselves in developing high-quality, innovative products that lead to installation labor savings, sustainability, and making our buildings more energy efficient. In this vein, we have recently introduced a line of products that are designed to meet the duct restoration needs of existing buildings. No longer are the only solutions to these common problems to tear out the existing ductwork or insulation and replace it or to ignore the problems altogether – both terribly expensive.

Duct systems with issues that can be attributed to leakage can now be sealed air-tight using our **RS-100 sealant**. RS-100 is a revolutionary product that was engineered specifically for use on the interior of the duct system. This low VOC, sprayable duct sealant that meets UL 181 requirements for duct sealants, contributes to LEED credits. RS-100 has helped buildings nationwide attain LEED Gold status or higher. In its short life, RS-100 is responsible for reducing hundreds of thousands of dollars in utility bills where leakage was eliminated. For ductwork with insulation that must be replaced in order to improve Indoor Air Quality we have developed the **RE-500 coating**. This is a low VOC, water-based sprayable coating that provides a mold-resistant surface, locks down loose and deteriorating fibers, and provides for years of continued service from your ductwork without the prohibitive cost involved in replacement.

RS-100 and RE-500 have been used on projects around the world on hospitals, schools, commercial buildings, and even residential buildings. Both products have saved building owners a tremendous amount of money where, until the availability of these products, the only alternative was to tear out existing and replace with new. On one project in particular an engineer provided the building owner with two choices: either replace the internal lining of a school building’s entire duct system at a cost in excess of \$1 million or coat the system with RE-500 at a cost of less than \$100,000. The choice wasn’t a hard one to make.

For more information on these, or any of our, products or to read project profiles and case studies where our Restoration Products were used please visit our website at carlislehvac.com or call (800) 527-7092.

AHR Expo to Donate Innovation Award Entry Fees of Over \$16,000 to Chicago Human Services Agency Group Plans to Buy New Boiler for Community Center

FOR IMMEDIATE RELEASE

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2015 AHR EXPO® JAN 26-28
McCORMICK PLACE
CHICAGO



Westport, Connecticut... January 6, 2015 — AHR Expo Management has announced that Metropolitan Family Services (Metropolitan), the Chicago area's longest serving human services agency, has been selected as the recipient of the 2015 AHR Expo Innovation Awards entry fees donation. A check in the amount of \$16,400 will be presented to Metropolitan at the Innovation Awards Presentation which will take place at the [2015 AHR Expo](#) on Tuesday, January 27th.

For more than 157 years, [Metropolitan Family Services](#) has helped thousands of families succeed by providing services in the areas of education, emotional wellness, economic sustainability and empowerment. Metropolitan will use this contribution to purchase a boiler and HVACR components for its Southwest Cook County facility that serves nearly 7,000 children and families annually.

"Every year we select a local not-for-profit organization from the area where the Show is being held to receive the entry fees from the AHR Expo Innovation Awards," said Clay Stevens, President of International Exposition Company (IEC), which produces and manages AHR Expo. "It is especially meaningful when this donation can be used for such a worthwhile purpose as improving the lives of families in need by using the HVAC technology seen at the Show."

Stevens added that Metropolitan was also the recipient of the 2012 AHR Expo Innovation Award donation when the Show was last held in Chicago, using the donation to upgrade rooftop HVAC units and boiler systems at one of its other community centers, saving the not-for-profit thousands of dollars on its energy bills.

The 2015 AHR Expo Award comes at a time of sharply growing need for low-income families and the agencies that serve them. Despite a challenging economy, Metropolitan Family Services found ways to expand its reach by 56% since 2012, serving 67,150 people last year.

"We are very grateful for this generous contribution from AHR Expo," said Ric Estrada, President and CEO of Metropolitan Family Services. "It not only helps us provide a more comfortable environment for our families, it also allows us to save on energy costs that we'd much rather apply to critical family services."

Since the inception of the AHR Expo Innovation Awards competition, more than \$140,000 has been donated to not-for-profit organizations.

AHR Expo is endorsed by 38 of the leading HVACR industry associations and is co-sponsored by ASHRAE and the Air-Conditioning, Heating and Refrigeration Institute (AHRI). The Heating, Refrigeration and Air-Conditioning Institute of Canada (HRAI) is an honorary sponsor.

For more information visit the Show's website at <http://www.ahrexpo.com>

To learn more about Metropolitan Family Services, please visit www.metrofamily.org

###

2015 WHVACR Membership

It's now time to renew your membership!

Part of our mission is to promote the opportunity for women to continue to develop their skills on both a personal and professional level, and we have partnered with industry and educational outlets to provide a wide range of educational resources.

These resources include:

- **Annual Conference:** This dynamic event offers an opportunity to connect with new members and mingle with old friends. Held each fall in conjunction with HVAC Comfortech, the WHVACR Conference provides an opportunity to learn from industry suppliers and energetic speakers. We'll have presentations that will help keep you current on industry trends and teach you some new tricks! Details will be announced this summer.
- **200+ Online Courses:** Women in HVACR has partnered with Ed2Go, a leading online educator, to provide our members with a wide range of courses at a special member rate. Brush up on your computer skills, explore a new interest or enhance your quality of life. For more information, and a complete course listing, visit the [Women in HVACR Learning Center](#).
- **Regional Meetings / Networking / Mentoring / Webinars / Member Pricing on HARDI Courses and much more!**



Women in HVACR

Networking. Education. Mentoring.



Be a part of the first organization for Women in the Heating, Ventilation, Air Conditioning & Refrigeration Industry!

Our mission is to network, educate and promote the role of Women in HVACR, with quality leadership and professionalism, in the industry of the future.

- ▶ Network with top individuals from all areas of the HVACR industry—online and in person
- ▶ Take advantage of exciting educational and professional development opportunities
- ▶ Expand your role in the industry
- ▶ Be a mentor and help recruit more women into the business
- ▶ Be heard in the industry and beyond

Who we are: An association dedicated to improving the lives of our members by providing professional avenues to connect with other women growing their careers in the HVACR industry. We empower women to succeed through networking opportunities, mentoring and education.

When we started: We held our first meeting in September 2003—and we continue to grow in numbers.

Where will we meet: We meet annually at the HVAC Comfortech seminar and trade show, which is held each September in cities across the country. There will also be opportunities for regional meetings, additional industry tradeshow and events, virtual meetings online and Podcasts. In addition, a membership directory is available so members can get together anytime, anywhere.

How to join: Fill out the membership application and mail or fax it in. We also offer online application by logging on to our website at www.womeninhvacr.org and select membership It's that easy!

Want more information? Check out our website at www.womeninhvacr.org for the latest information about Women in HVACR's events and volunteer opportunities.

SUPPORTED BY:





MEMBERSHIP APPLICATION



Name:		
Title:		
Company:		
Address:		
City:	State:	ZIP:
Phone:	Fax:	
E-mail:		

Application Type

New Member (Please complete entire application – \$75 per year)

Student Membership (Free with letter of enrolment from school)

Membership Renewal (Please ignore the “Tell us about yourself” section unless you have updates – \$75 per year)

Were you referred? By Who _____

Please read and sign below.

I give my permission for WHVACR to fax/e-mail information to me about upcoming events and notices dealing with the organization. I also give permission to share my contact information with only other members of Women in HVACR. I understand that WHVACR will not share this information with third parties.

Signature: _____

Payment Information

Check (Make payable to WHVACR) Credit Card: VISA MasterCard AMEX

Number:	Expiration Date:
Name on Card:	Billing ZIP Code:
Signature:	

Tell Us About Yourself

I am a (check all that apply):

Contractor Builder Consultant Manufacturer Wholesaler Trainer/Education Other _____

How did you hear about Women in HVACR? _____

Are you interested in regional and national meetings? _____

Are you interested in a leadership and/or developmental role in this association? If so, what would you like to do?

Have Questions?

Call Patti Ellingson of Women in HVACR at 860-681-3642 or e-mail womeninhvacr@gmail.com

Please send application and payment to:
 Women in HVACR • P.O. Box 386 • Damascus, MD 20872
 Or www.womeninhvacr.org (select Membership)

Not Yet A Member?

**Corporate
Memberships**
Now Available! Ask us
for Details.



Join the **First**
International Organization for
Women in the HVACR industry!



Teambuilding Exercises, Networking Opportunities,
Dynamic Speakers, Interactive Seminars, Online Courses
and more!

Become a part of Women in HVACR, the first international organization for women in the heating, ventilation, air conditioning and refrigeration industry! To find out more about member benefits and how you can join please visit us at : www.womeninhvacr.org !

