



CAAG Conference 2026

Tentative Schedule

Thursday, April 9th

Sponsors

11AM	CAAG Cup Lunch at Crosswinds Golf Club	
12PM	Golf Tournament Shotgun Start	
8AM-6PM	Exhibitor Setup	
4 PM	Hotel Check-in	
6-7PM	Meet and Greet Opening Reception <i>Atrium</i>	Daikin

Friday, April 10th

Morning	Recreation Time - Enjoy Savannah!	
8:30-10:30AM	Spouse Guided Walking Tour (for those that signed up)	
8:30-10:30AM	Officers' and Directors' Meeting	Service Nation
11AM -4PM	Exhibits Open	
11AM -4PM	Registration	Hotel Keys—Southern Pipe & Supply Name Badges—The Harbin Agency
11:30AM-1PM	Lunch Provided in Exhibit area	Daikin
1-2PM	Leaders vs. Managers, Chris Michel, Service Nation	
2-3PM	Strength in Numbers – The Secret to Boosting Sales Multiples, Dave Fox & Jack Strauch	
3-3:30PM	Refreshment Break with Exhibits	Jackson EMC
3:30-4:30PM	AI Adaptation for Contractors with Tersh Blissett and Colleen Keyworth	
4:30-5:30PM	Transitioning Your Business by Patrick Lange	
5:30-6:00PM	Rest & Refresh	
6:00-7:00PM	Meet and Greet Reception	Apex/Hajoca
	PAC Silent Auction	
7:00-9:00 PM	Dinner Awards Banquet <i>Ballroom</i>	Trane Technologies
9:00 -	<i>Dueling Pianos</i>	Mingledorff's

Saturday, April 11th

7-11AM	Exhibits Open	
7-8AM	Breakfast	Mitsubishi
8-9AM	Today's Universal Heat Pumps by Clint Cooper, Apex/Hajoca	
9-10AM	Economic Outlook, Joey Smith, Chair of Economics, University of West Georgia	
10-10:30AM	Refreshment Break with Exhibits	Rick Hendrick Commercial
10:30-11:30AM	All-Star Contractor Panel with Barry Abernathy, Jim Corbin, & Ed Newsome	
11:30-12:30PM	Code Updates & State of the Industry	
12:30-1PM	General Membership Meeting	Dealers Supply Company
1PM	Adjourn	



CAAG CONFERENCE 2026

SAVANNAH, GA
APRIL 9-11TH





Conditioned Air Association of Georgia

P.O. Box 1239, Jasper, GA 30143

678-646-2224

Email: tucker@caag.org

Web: www.caag.org

Tucker Green, Executive Director

Welcome to the CAAG 2026 Annual Conference!

Dear CAAG Members and Attendees,

Welcome to our state CAAG Meeting in beautiful Savannah, Georgia! We are delighted to have you here and hope your time with us is both productive and enjoyable.

Founded in 1733, Savannah is Georgia's oldest city and is known for its charming historic squares, cobblestone streets, and majestic oak trees draped in Spanish moss. Rich in history from the Revolutionary and Civil War eras, Savannah's historic district is one of the largest and best preserved in the country.

While you're here, we encourage you to explore some of the city's highlights, including River Street along the Savannah River, the iconic fountain at Forsyth Park, and the many historic homes, churches, and shops throughout the downtown squares. Savannah's Southern hospitality, beautiful scenery, and vibrant culture make it a truly special place to visit.

Use this time to meet as many fellow contractors and vendors as possible. Shake some hands, hug some necks, and make lifelong connections.

Thank you for joining us for this year's meeting. Enjoy both the conference and your time in Savannah!

Yours in Service,

Brian Spencer
CAAG President
2025-2026





Stronger Together

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EASE

Georgia Power's Energy Assistance for Savings & Efficiency Program (EASE), or Income-Qualified program, promotes energy efficiency improvements in existing Income-Qualified single-family homes, as well as multifamily properties.



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CAAG Annual Conference Marriott Riverfront April 9-11, 2026

Thursday, April 9, 2026

11:00 am	CAAG Cup Lunch	
12:00pm Shotgun	8th Annual CAAG Golf TOURNAMENT “CAAG CUP” Crosswinds Golf Club (Must register in advance)	
8am – 6PM	Exhibitors Setup – Atrium	
4:00pm	Hotel Check In	SOUTHERN PIPE & SUPPLY
6PM – 7PM	Opening Reception Exhibits Open <i>Atrium</i>	 DAIKIN COMFORT TECHNOLOGIES GEORGIA

Friday, April 10, 2026

Morning	Recreation Time - Enjoy Savannah!	
8:30-10:30AM	Officers’ and Directors’ Meeting	
8:30-10:30AM	Spouse Guided Walking Tour (must register)	
11:00 am - 4:00 pm	Exhibits and Registration Open	Name Badges 

11:30 am - 1:00 pm	<p style="text-align: center;">Lunch <i>Exhibit Area</i></p>	
1:00-2:00pm	<p style="text-align: center;">Leaders vs. Managers By: Chris Michel</p>	
2:00-3:00pm	<p style="text-align: center;">Strength in Numbers By: Dave Fox & Jack Strauch</p>	
3:00 -3:30 pm	<p style="text-align: center;">Refreshment Break <i>Exhibits Open</i></p>	
3:30-4:30pm	<p style="text-align: center;">AI Adaptation for Contractors By: Colleen Keyworth & Tersh Blissett</p>	
4:30-5:30pm	<p style="text-align: center;">Transitioning Your Business <i>By: Patrick Lange</i></p>	
5:30- 6:00pm	<p style="text-align: center;"><i>Rest & Refresh</i></p>	
6:00 -7:00 pm	<p style="text-align: center;">Meet and Greet Reception <i>Atrium</i></p>	
6:00 - 7:00 PM	<p style="text-align: center;">PAC Silent Auction</p>	

If vehicles play a major role in your business success, then let us show you how Rick Hendrick Commercial Sales is your best business partner when it comes to supplying the right vehicle for most any business need. As one of the Southeast Region's fastest growing GM commercial dealers, we strive to provide vehicles that perform the best while providing great value for your company dollars. Most dealerships don't have the dedicated commercial staff and experience you will find at Rick Hendrick Chevrolet also we have the largest Chevrolet Commercial inventory in the state.



For more information, contact:

Billy Wood

Rick Hendrick Chevrolet






Commercial/Fleet manager 3277 Satellite Blvd, Duluth, Ga 30096

404-787-2718 cell 470-238-4965 fax

william.wood@hendrickauto.com

7:00 - 9:00 pm	Dinner Awards Banquet <i>Ballroom</i>	
9:00 until	Dueling Pianos	

Saturday, April 11, 2026

7:00 am - 11:00 am	Exhibits Open	
7:00 am - 8:00 am	Breakfast <i>Exhibits Area</i>	 HEATING & AIR CONDITIONING
8:00 am-9:00 am	<i>Today's Universal Heat Pumps</i> <i>By: Clint Cooper</i>	 SINCE 1858
9:00 am-10:00 am	Exhibits Open <i>Economic Outlook</i> <i>By: Joey Smith, UWG Chair of Economics</i>	
10:00 am-10:30 am	Exhibits Open / Coffee Break <i>Exhibits</i>	 AT GWINNETT PLACE
10:30 am - 11:30 am	All-Star Contractor Panel <i>Barry Abernathy, Jim Corbin, & Ed Newsome</i>	
11:30 am - 12:00 pm	State Codes Update <i>By: Ted Miliades & Elaine Powers</i>	

12:00 pm - 12:30pm	<p>State of the HVAC Industry <i>By: Jeff Mingledorff, Mingledorff's</i></p>	
12:30 pm - 1:00 pm	<p>General Membership Meeting</p>	
1:00 pm	<p>Adjourn - Safe Travels</p>	



Stay Connected with CAAG all year long!

Like us on Facebook at CAAG – Conditioned Air Association of Georgia

Follow us on Instagram – caag.hvac

Follow us on LinkedIn at Conditioned Air Association of Georgia (CAAG)

Visit our website www.caag.org

CAAG 2026 Conference

Continuing Education Programs

Earn Up to 8 Hours of CEU Credit Toward Your Georgia Conditioned Air License

The Conditioned Air Association of Georgia is proud to offer a full slate of **continuing education programs designed specifically for HVAC contractors and industry professionals**. These sessions provide valuable insights into leadership, business strategy, emerging technology, economic trends, and regulatory updates while helping attendees maintain their **Georgia State Conditioned Air License**.

Conference attendees can **earn up to 8 hours of approved CEU credit** through these engaging and informative sessions led by respected experts from across the HVAC industry.

Leadership vs. Managers

Chris Michel – Service Nation

Effective leadership is the foundation of any successful business. In this session, Chris Michel will explore the key differences between managing employees and truly leading a team.

Attendees will gain practical strategies to develop leadership skills that build stronger company culture, improve performance, and inspire long-term success.

Strength in Numbers: The Secret to Boosting Sales

Dave Fox & Jack Strauch – Hudson Independent Partnerships

Growth doesn't happen by accident. Dave Fox and Jack Strauch will share proven strategies for strengthening sales performance, building productive partnerships, and leveraging collaboration to increase revenue and market presence.

AI Adaptation for Contractors

Tersh Blissett & Colleen Keyworth

Artificial Intelligence is quickly becoming part of everyday business operations. This session will introduce contractors to practical ways AI can improve marketing, customer communication, operational efficiency, and decision-making within HVAC businesses.

Transitioning Your Business: What to Know Before You Sell or Buy

Patrick Lange – Business Modification Group

Whether you are planning an exit strategy or considering acquiring another company, preparation is critical. Patrick Lange will walk through key considerations in business valuation, succession planning, acquisitions, and how contractors can position their companies for a successful transition.

Today's Universal Heat Pumps

Clint Cooper – Apex

Heat pump technology continues to evolve and play an increasing role in modern HVAC systems. Clint Cooper will provide an overview of universal heat pump solutions, installation considerations, performance benefits, and emerging industry trends.

Economic Outlook for the HVAC Industry

Joey Smith – Chair of Economics, University of West Georgia

Understanding the broader economic landscape helps contractors plan for the future. Dr. Joey Smith will present a clear and insightful look at economic trends impacting construction, housing, labor markets, and how these factors influence the HVAC industry.

All-Star Contractor Panel

Barry Abernathy • Jim Corbin • Ed Newsome

Hear directly from some of Georgia's most respected contractors as they share lessons learned from decades in the industry. This interactive session will feature candid discussion, practical advice, and an open Q&A designed to help the next generation of contractors succeed.

Codes Update

Georgia Department of Community Affairs

Stay up to date on the latest code changes and regulatory updates impacting HVAC contractors in Georgia. Representatives from the Department of Community Affairs will provide guidance on current requirements and answer attendees' questions.

State of the HVAC Industry

Jeff Mingledorff

A comprehensive overview of the current state of the HVAC industry, including the workforce trends, regulatory issues, market conditions, and opportunities shaping the future of the profession.

Total Continuing Education Available:

8 Hours of CEU Credit Toward Georgia Conditioned Air License Renewal

CAAG remains committed to providing **high-quality education and professional development opportunities** that help HVAC contractors strengthen their businesses, stay compliant, and remain leaders in the industry.





HALL OF FAME MEMBERS

2007 -

Emory Young, Sr.

2015 -

Earl Smith, Bob Kesterton, Ed Hammond, Ken Davis.

2016 -

**Bud Mingledorff, Jackie Rainwater (posthumously), Bill Biggs
(posthumously)**

2021 -

Elaine Powers

2022 -

Bruce Widener

2023 -

Gene Lawson, Haskell Perry, Jim Corbin, Pat Rogers, Louie Broxton

2024 -

Wes Wheeler, Don Vansant, Don Riley

2025 -

**Barry Abernathy, Steve Blakeney, Jack Tysor, Wayne Raper
(posthumously)**

2026 -

Buddy Wallace, Lamar Pendley, Jimmy Green



Georgia HVAC Businesses Are HOT - Keep Your Options Open

By: Patrick Lange, Business Modification Group

They don't call Georgia hot for nothing. The Peach State, already ranked 8th largest in the U.S., is gaining both people and companies at a rapid rate. In fact, Georgia's population has been growing at about 1.1 percent annually, almost three times the U.S. average.

That makes Georgia HVAC companies an attractive target for various types of buyers. The trades, in general, and HVAC in particular, are very appealing because of their recurring-revenue model. We're seeing a ton of interest in Georgia companies, so if you haven't received a call, letter, or email from an interested buyer, there's a good chance you probably will soon. Here's what you need to know.

First, I want CAAG members to know you have the choice of **who you sell to-or whether you sell at all**. If something doesn't feel right, you do not have to sell. I've had many calls where sellers just didn't get the warm and fuzzy feeling about potentially passing along their "baby" to the buyer on the other end of the line. That's OK.

For most HVAC company owners I work with, longtime employees become like family and loyal customers turn into friends. You want to make the right decisions for them, too. Let me be clear, **you are in complete control of what happens to your company** - the legacy you pass along, and who you choose to sell to. Here are the typical types of buyers that you may hear from.

The Newcomer This may be a single person or a small group seeking to break into the HVAC industry. They may be green with little to no HVAC experience, but are usually business-savvy. Working with a “newcomer” can be challenging due to SBA and licensing requirements, but it can be done.

The Strategic Buyer This buyer may or may not reach out through a third party. They could be a competitor wanting your market share, or even an out-of-town HVAC company looking to break into the market. We love this kind of buyer because they understand the HVAC market well and can pay at the top of the asking price.

The Professional Buyer This group is a private equity firm or family office that purchases companies every day. They may own dozens, or even hundreds, of companies like yours. Their plan is to improve operations, scale, and combine companies to position themselves for an even bigger sale a few years down the road. Professional buyers can be great because they are well capitalized, can move fast, and know what they want. However, make sure you have someone well-versed in acquisitions in your corner because this group is looking for the best deal they can negotiate. If you don't do this every day, as they do, you are at a distinct disadvantage. My advice for heating and air company owners is always the same, whether you want to sell next week—or never.

Build your business based on service, repair, and replacement. All types of buyers are looking for recurring, predictable revenue. They look for companies with a loyal customer base that trusts them to keep their systems in good repair, fix them when something fails, and give them honest advice when it's time to replace. Maintenance agreements create predictable revenue year-round, so it's important to make them a cornerstone of your company. They also keep your technicians busy during the off-season, so you can hire and retain great talent.

Keep Clean Books. Many owners run personal expenses through the company, which lowers their tax liability, but also lowers their profitability on paper. Take the personal charges off your books. Invest in dedicated accounting and customer relationship management software. Not only will it pay off when you sell your company, but you'll also spend a lot less time each month keeping the books.

Stay away from new construction. By far the most controversial advice you'll hear! New construction is almost always a race to the bottom. Developers and construction companies don't want to invest in the best and highest quality equipment for new homes. The new homeowners won't have a relationship with your company; when they need help, they'll shop around for the best deals on new systems, maintenance, and repairs. Many buyers won't seriously consider a business that relies heavily on new construction, no matter how profitable it is right now. If they do, it will often be a much lower offer than sellers are expecting. They understand that a company's real value is in its service, repair, and replacement business, and that's what they'll base their offer on.

Running a solid business gives you options. Whether you want to sell somewhere down the road, let a son or daughter inherit the business, or just not be a burden on your family if something happens to you, the key is to position yourself so that ALL options remain available to you. You get to choose who to hand your baby to.



SO WHAT'S YOURS WORTH?

GET YOUR COMPLIMENTARY AND CONFIDENTIAL VALUATION

Knowing what your HVAC business is worth just makes sense.

Forget what you think you know and learn the facts. All opinions of value are backed with data including comparable sales in your market.

Be **READY** when someone approaches you to buy your company



Patrick Lange

Exclusively dedicated to the HVAC Industry

SCAN NOW



Or Visit Our Website

BusinessModificationGroup.com

 **Business ModificationGroup**

850-669-2498

CAAG Exhibitors

(as of 3/13/2026)

- ♦ **Airex Manufacturing**
- ♦ **Aprilaire**
- ♦ **Atlanta Gas Light**
- ♦ **AIG HVAC Warranty**
- ♦ **Ausband Chapman Insurance**
- ♦ **Breeze Lease Purchase**
- ♦ **Business Modification Group**
- ♦ **Construction Solutions**
- ♦ **Daikin**
- ♦ **Enterprise Fleet**
- ♦ **FieldEdge**
- ♦ **Georgia Power Co.**
- ♦ **Hajoca/Apex Supply**
- ♦ **Home Service Engine**
- ♦ **Hudson Independent Partnerships**
- ♦ **Lentus/DOW**
- ♦ **Microf**
- ♦ **Mingledorff's**
- ♦ **Mobile Fleet Solutions**
- ♦ **Mitsubishi**
- ♦ **Online Access**
- ♦ **Pinnacle Finance**
- ♦ **PureTalk Business**
- ♦ **Resideo**
- ♦ **Resolute Consulting Services**
- ♦ **Rick Hendrick Chevrolet**
- ♦ **RTO National**
- ♦ **Service Titan**
- ♦ **Shearer Supply**
- ♦ **Southern Pipe & Supply**
- ♦ **The Nixon Group**
- ♦ **Team Air Distributing**
- ♦ **Trane Technologies**
- ♦ **Thermaflex**
- ♦ **Unico System**
- ♦ **Zoifton Advisory Group**

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