



Upcoming Training Schedule

Visit TheUnifiedGroup.com to register.

<p>2025 Service Management Forum January 29- February 1 Charleston, SC</p>	<p>2025 Human Resources Forum May 18-21 Fort Worth, TX</p>
<p>2025 BIM/ Prefab Forum February 26- March 1 Fort Myers, FL</p>	<p>2025 Construction Forum September 24-27 Boston, MA</p>
<p>2025 Small/Special Projects Forum April 9 - 12 Fort Worth, TX</p>	<p>2025 Safety Forum October 19-22 Denver, CO</p>
<p>2025 Design/Build Forum November 16-19 Denver, CO</p>	

The Unified Connection is a quarterly newsletter that is your four-page sneak peek into the information that gets shared within our network of elite contractors - The Unified Group. It includes tips, advice, quality information, and member testimonials to help you become an even stronger resource for your customers. If interested, contact Janet Kelleher at KelleherJ@theunifiedgroup.com or (708)356-5072.





The Unified Connection

Join as a Member



2024 Making the Difference Award

In This Issue

Making the Difference Award.....	1
Our Story.....	2
Become a Member.....	2
2024 Annual Meeting.....	2
J&J Welcomes Students.....	3
Intech Award.....	3
VHV Charity Event.....	3
Upcoming Training Schedule.....	4

The Making the Difference Award is an honorable recognition given annually to a company within The Unified Group that exemplifies extraordinary qualities of leadership, collaboration and service. This award highlights a company that goes above and beyond typical expectations in several key areas including active participation, support and assistance and exceptional value.

Air Controls has been a member of The Unified Group for 19 years! In 2024, they actively participated in every meeting, with a total of 17 attendees. They also contributed to six panel discussions and took part in seven webinars. Their organization is constantly involved, and their team always chimes in on agenda topics and shares new ideas with the entire group.



"Chris was a great choice, and we are thankful for all that he does to support The Unified Group," Paul Gosserand President of CMC Corporate Solutions stated.

Visiting other members has always proven to be a valuable experience for one another, and Air Controls showcases their collaboration within the group by doing so. They also participate in anything they are offered by being completely involved and engaged. Always willing to help others, they utilize the email tool to ask other's questions and answer ones that are asked.

This award not only celebrates the recipient's commitment to excellence but also sets an example for others to follow, encouraging a culture of collaboration, support and continuous improvement within The Unified Group.

In recognition of these achievements, Air Controls has been selected to receive The Unified Group's 2024 Making the Difference Award. Congratulations!

"I feel honored to be a part of this amazing company and I'm proud of my father (Chris Schaff) and of everyone on the team back home." – Tyler Schaff, Air Controls

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Our Story

The Unified Group was founded in August 1998 by a core group of quality driven, independent mechanical contractors. When the consolidation movement kicked in and posed a threat to the HVAC industry, these contractors joined together to form The Unified Group.

Our members have moved beyond cooperation and into true collaboration. This is why we can say that together we make the difference.

MISSION

Our mission is to provide training and resources to promote the success of quality independent HVAC contractors, to raise the standards of excellence in the industry, and to ultimately increase the value provided to our customers

OBJECTIVE

To build a national network of independent mechanical contractors dedicated to providing our customers with the best quality service in the HVAC/R industry

GOALS

- Assist membership in growing their business and improving their bottom-line profits
- Raise the level of excellence in the industry
- Provide our members with opportunity for continued improvement in all aspects of their business
- Share best practices among our members

2024 Annual Meeting



The Unified Group hosted their owners in the beautiful Punta Cana, Dominican Republic, for the 2024 Annual Meeting and Owners' Forum!

The event provided ample opportunities for both group discussions and networking, resulting in a time that was not only enjoyable and memorable but also incredibly productive for all attendees.

Gary Griffin of B&I Contractors kicked off day one as our meeting MC. A major highlight on the first morning included The Unified Group rolling out their Core Values. These will be emphasized and incorporated into all future meetings moving forward. Stacy Shiflet from Blanch Brothers then delivered an important presentation on Fraud Awareness and Rationalization. He focused on valuable insights into identifying potential red flags and understanding the importance of vigilance in protecting organizations.

"Being new, all of it was a highlight. It was apparent from day one that this is a group that's dedicated to making everyone feel welcome and comfortable to share their ideas and thoughts," stated Danielle Lang of Glassman Corporation.

This year, we've seen so many remarkable experiences in Members visiting one another! Gary Myers of Intech Mechanical shared some of the highlights and valuable takeaways from these visits, showcasing the connections and collaborations within the group.

Garrett Alstrup of Legacy Mechanical shared, "I love seeing these visits posted on social media and seeing them shared in the newsletter. I personally have had great take aways from our visit with Gary Myers."

Our next day started out with 2024 Forum recaps followed by the Company Culture and Core Values panel discussion. Our panelists discussed what they are currently doing to build a successful company culture and how their organizations show employee appreciation. Members also broke out into smaller groups for a Strategic Plan Breakout.

"The breakout table discussions are always enriching," said Pansy Romo of Intech Mechanical. "The diversity of experience across the groups of table attendees is priceless."

On the last day of meetings, Mike Kerner of Cox-Powell shared about working with XO Technologies, Garrett Alstrup of Legacy Mechanical presented on BuildOps, and Carol Duncan of General Sheet Metal spoke about Open Book Management. These Best Ideas are a great segment to show what other companies have been implementing to accomplish tasks in their workplace.

"One of the many great things about this group is that when you share one of your challenges, the other people at the table get very engaged to help you with solutions, with as much care and consideration as if it was their own company," Kevin Cowley of Mechanical Service & Systems stated.

After the 2024 Annual Meeting, members of The Unified Group returned with stronger connections, fresh ideas, and a renewed sense of unity.

Become a Member

"One of the most valuable aspects of these meetings lies in the networking opportunities, allowing for one-on-one conversations with other professionals who face similar day-to-day challenges."



J&J Air Conditioning, Inc. welcoming students is vital for the continued growth of the industry. By sharing their knowledge, they ensure that the industry evolves and thrives. Marcus Quintanar delivered an excellent presentation on 'Recovery,' and the students had an incredible opportunity to learn from their Super Techs during the group breakouts. Remarkable work, J&J Air Conditioning, Inc.!



Intech Mechanical recognized as #1 Best Place To Work Sacramento Business Journal



Intech Mechanical, LLC is proud to be recognized as the #1 Best Place to Work in the large employer category at the Sacramento Business Journal's awards luncheon! This achievement highlights their commitment to a people-first culture, which is at the heart of their success.



VHV's 75th Anniversary Charitable Golf Event

VHV Company held their 75th Anniversary Charitable Golf Event! With 24 teams and nearly 96 golfers, they raised over \$20,000 for the University of Vermont Children's Hospital! As an ESOP company, giving back to their community is at their core, and this event truly showcased that commitment

