

Available for Acquisition

HVAC Contractor

Serving both commercial and residential clients, installation, maintenance & repair, existing & new construction



Est. 2017 Revenue: \$12,410,000

Southeastern US

Est. 2017 EBITDA: \$1,262,000

Strong Growth Potential: The Company has grown consistently based on documented marketing and hiring strategies developed and refined quarterly. The leadership team targets new geographies and new business by the numbers, based on research and finely tuned internal performance metrics. Leadership is also pursuing very viable opportunities for more aggressive growth beyond the organic growth trend.

Regional Leader: The Company is one of the largest in its service area, with long term relationships with homeowners, leading builders and GC's. The Company has also maintained a well-crafted branding campaign across an array of media. It would be extremely difficult for a competitor to displace them.

Exceptional Leadership Team: The Company's leadership team is experienced and highly trained. Department leaders are responsible for all aspects of performance in their departments and are capable of driving continued growth and performance without the owner. All employees have concrete KPI's and performance-based compensation structures. The company maintains a culture of excellence.

Key Management Staff Will Remain After Sale: All key employees will remain after the transition. The owner is open to different transition scenarios and is not required to remain in order to sustain growth or for licensing/certification required to perform core services.

Reputation for Quality: While most HVAC companies boast excellent customer service, few can quantify the exceptional quality of their service through thousands of customer reviews and top awards from suppliers, BBB, Angie's List, and others. These accolades are the byproduct of the cross-training and experience of the employees, the superior company culture, and the exceptional leadership. This is a uniquely well-run company with an employee base that has embraced excellence as the standard.

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Business Summary

The Company is a full service Heating and Air Conditioning service provider serving customers in a 100 mile radius. It provides installation and repair of all types of air side HVAC equipment, to both the commercial and residential markets. Services include 24-hour repair service for residential and light commercial HVAC systems. The Company provides warranty service for all brands and models of air side HVAC equipment. There is a maintenance and indoor air quality service department that provides duct cleaning and sanitizing solutions, among other services. The Company does design and installation for new HVAC systems for commercial and residential builders including a range of products for single and multi-family units, light and heavy commercial. The commercial team prides itself in completing projects on time and on budget, which has made it the preferred provider for many repeat customers.

Leadership has organized the company by departments with areas of technical expertise, but employees are cross-trained and capable of supporting other departments and teams when needed. Over time, the leadership team has strategically moved the Company and its employees into higher-demand, higher-profitability business sectors and geographies. To accomplish this, the Company has a robust training program and a very competitive benefits package for employees. At the same time, all employees are compensated, to one degree or another, based on performance and clearly defined metrics reviewed monthly. As a result, the leadership team is highly-engaged at all levels of the Company, and empowered to lead their teams and contribute openly in the leadership process. There is little to no owner-dependence and a strong culture of excellence embraced throughout the ranks.

The Company has a history of organic growth based on smart business practices and maintaining a reputation for consistent quality. Annual sales growth is roughly \$1m despite serving a mature market. Estimators bid 6-10 retail projects per day with a 65-70% conversion rate and 3-5 commercial projects per week with a 40-45% conversion rate. A current initiative could augment that growth significantly based on negotiations expected to conclude in Q4 of '17. Beyond that, the Company is expected to maintain growth for the long term based on its well-defined growth plan revised quarterly, which includes seasonal marketing campaigns and diverse marketing strategies. Specific areas have been researched and targeted for geographic expansion.

The Company has infused technology usage throughout the organization to improve customer service and empower its sales and customer service teams to serve customers in better ways. Service professionals offer service contracts to retain relationships with customers for the long term. Customers are provided multiple service options and empowered to make the best choices based on their needs and capabilities. Builders frequently choose the Company, even when they are not the lowest bid, because of their ability to deliver on time and on budget consistently.

For more information on Client 17214, please contact:

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