



Your Report

Variable: {online_review_rating_hvac_industry}

Definition: Average customer rating from online review platforms such as Google, Yelp, and Angi for HVAC contractors.

Value: Client-provided

Top Performers: Elite 10-20% achieve 4.7-4.9 via rapid response to reviews, consistent 5-star service, and review generation systems (ServiceTitan 2023 Benchmarks).

Value Tiers: N/A – Not applicable

Red Flag Trigger: <4.3

Default Value: 4.6

Variable: {safety_incident_rate_hvac_industry}

Definition: OSHA recordable incident rate per 100 full-time employees annually for HVAC operations (BLS construction specialty trade benchmark).

Value: Client-provided

Top Performers: Elite achieve <1.5 via rigorous safety training, daily huddles, and zero-incident incentives (ACCA/PHCC surveys).

Value Tiers: N/A – Not applicable

Red Flag Trigger: >4.0

Default Value: 2.8

Variable: {insurance_cost_percent_of_revenue_hvac_industry}

Definition: Total insurance premiums (workers' comp, general liability, auto) as percentage of gross revenue for HVAC firms.

Value: Client-provided

Top Performers: Elite hold 3-4% through low claims, safety programs, and carrier negotiations (Nexstar/ServiceTitan 2023).

Value Tiers: <\$1M revenue: 5-8%; \$1-5M: 4-7%; >\$5M: 3-6%

Red Flag Trigger: >8%

Default Value: 5.5

Variable: {seller_discretionary_earnings_hvac_industry}

Definition: Seller's Discretionary Earnings as percentage of revenue, normalizing owner salary, perks, and non-recurring expenses for HVAC businesses.

Value: Client-provided

Top Performers: Elite achieve 25-35% via high service attach rates, low overhead, and owner working 0 field hours (Nexstar/EGIA).

Value Tiers: <\$1M revenue: 15-25%; \$1-5M: 20-30%; >\$5M: 22-32%

Red Flag Trigger: <12%

Default Value: 20

Variable: {business_valuation_multiple_hvac_industry}

Definition: Typical EBITDA or SDE multiple used to value HVAC businesses in mergers, acquisitions, or sales.

Value: Client-provided

Top Performers: Elite command 5-7x SDE with recurring revenue >30%, strong systems (BizMiner/RMA data).

Value Tiers: <\$1M revenue: 2.5-3.5x; \$1-5M: 3.5-4.5x; >\$5M: 4-6x

Red Flag Trigger: <2.5x or >7x

Default Value: 4

Variable: {energy_efficiency_reduction_percent_hvac_industry}

Definition: Average percentage reduction in energy consumption from HVAC system upgrades or high-efficiency installations.

Value: Client-provided

Top Performers: Elite deliver 30-50% via audits, variable speed tech, and zoning (ACCA/DOE benchmarks).

Value Tiers: N/A – Not applicable

Red Flag Trigger: <15%

Default Value: 25

Variable: {time_to_hire_days_hvac_industry}

Definition: Average days from job posting to onboarding a new HVAC technician.

Value: Client-provided

Top Performers: Elite fill in 20-30 days via talent pipelines, internships, and employer branding (ServiceTitan/Jobber 2023).

Value Tiers: <10 techs: 45-60 days; 10-50 techs: 35-50 days; >50 techs: 30-45 days

Red Flag Trigger: >75 days

Default Value: 45

Variable: {source_of_hire_percent_by_channel_hvac_industry}

Definition: Breakdown of new hire sources as percentages for HVAC technicians (e.g., referrals, job boards).

Value: N/A – Not applicable

Top Performers: Elite get 40-50% referrals, 20-30% career sites via strong culture and incentives (PHCC/Jobber surveys).

Value Tiers: N/A – Not applicable

Red Flag Trigger: >50% from high-cost agencies

Default Value: Referrals: 35%; Job boards: 30%; Schools: 15%; Social: 10%; Other: 10%

Variable: {departmental_revenue_percent_hvac_industry}

Definition: Revenue distribution across departments (service, replacement, new construction, commercial) for HVAC firms.

Value: N/A – Not applicable

Top Performers: Elite balance: Service 30%, Replace 50%, Maintenance 15%, Other 5% for stability (Nexstar/ServiceTitan).

Value Tiers: N/A – Not applicable

Red Flag Trigger: Service <20% or Replace >70%

Default Value: Service: 25%; Replace: 50%; Maintenance: 15%; Commercial/New: 10%

Variable: {service_dept_revenue_percent_hvac_industry}

Definition: Percentage of total revenue from service and repair department (excluding replacements).

Value: Client-provided

Top Performers: Elite achieve 30-40% via maintenance agreements and 80%+ service calls to sales (ServiceTitan/Nexstar 2023).

Value Tiers: <\$1M revenue: 20-30%; \$1-5M: 25-35%; >\$5M: 28-40%

Red Flag Trigger: <20%

Default Value: 28

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