



Your Report

Variable: {install_dept_revenue_percent_hvac_industry}

Definition: Percentage of total revenue from HVAC installation/replacement department.

Value: N/A

Top Performers: Elite 10-20% achieve 70-80% via aggressive replacement sales, 80%+ attach rates, and minimal service reliance (ServiceTitan, Nexstar 2023).

Value Tiers: <\$1M rev: 40-55%; \$1-5M: 55-70%; >\$5M: 65-80% (ServiceTitan benchmarks).

Red Flag Trigger: <40% (over-reliant on low-margin service) or >90% (lacks recurring revenue).

Default Value: 65%

Variable: {branch_a_revenue_percent_hvac_industry}

Definition: Percentage of total company revenue generated by Branch A (primary branch) in multi-branch HVAC firms.

Value: N/A

Top Performers: N/A – Not applicable.

Value Tiers: 2-3 branches: 45-60%; 4+ branches: 30-50% (Nexstar multi-location data).

Red Flag Trigger: >70% (over-dependence on single branch, risk if underperforms).

Default Value: 50%

Variable: {departmental_gross_margin_percent_hvac_industry}

Definition: Blended gross margin across HVAC departments (service + install).

Value: N/A

Top Performers: 50-55% via optimized material costs, high service attach, efficient installs (ServiceTitan top quartile 2023).

Value Tiers: <\$1M rev: 38-43%; \$1-5M: 40-45%; >\$5M: 42-48%.

Red Flag Trigger: <35% overall.

Default Value: 42%

Variable: {service_gross_margin_percent_hvac_industry}

Definition: Gross margin on HVAC service department revenue (repairs, maintenance).

Value: N/A

Top Performers: 70-75% through diagnostic fees, flat-rate pricing, high parts attach (ServiceTitan, Nexstar).

Value Tiers: N/A – Consistent across sizes.

Red Flag Trigger: <55%.

Default Value: 68%

Variable: {install_gross_margin_percent}

Definition: Gross margin on HVAC installation/replacement department revenue.

Value: N/A

Top Performers: 40-45% with volume purchasing, prefab, efficient crews (ServiceTitan top 2023).

Value Tiers: <\$1M rev: 32-37%; \$1-5M: 35-40%; >\$5M: 38-43%.

Red Flag Trigger: <30%.

Default Value: 37%

Variable: {departmental_operating_expenses_percent_hvac_industry}

Definition: Operating expenses (non-material) as percentage of total HVAC revenue.

Value: N/A

Top Performers: 25-28% with lean staffing, tech utilization >75%, low overhead (Nexstar, ServiceTitan).

Value Tiers: <\$1M: 30-35%; \$1-5M: 28-33%; >\$5M: 25-30%.

Red Flag Trigger: >35%.

Default Value: 30%

Variable: {applicants_per_opening_hvac_industry}

Definition: Average number of qualified applicants per open HVAC technician position.

Value: N/A

Top Performers: 12-20 via strong employer branding, referrals, training partnerships (PHCC, Jobber surveys 2023).

Value Tiers: N/A – Shortage impacts all sizes similarly.

Red Flag Trigger: <3 (severe talent shortage risk).

Default Value: 6

Variable: {quality_of_hire_score_hvac_industry}

Definition: Average performance score (1-10) of new HVAC hires after 6-12 months.

Value: N/A

Top Performers: 8.5-9.5 with structured onboarding, skills assessments (Contractor Magazine, EGIA).

Value Tiers: N/A – Score-based.

Red Flag Trigger: <6.5 (high turnover risk).

Default Value: 7.5

Variable: {departmental_margin_hvac_industry}

Definition: Departmental contribution margin (gross profit minus direct dept expenses) as % of dept revenue.

Value: N/A

Top Performers: 35-40% with tight cost control (ServiceTitan departmental data).

Value Tiers: Service depts: 50-60%; Install: 25-35%.

Red Flag Trigger: <20% per dept.

Default Value: 32%

Variable: {recruitment_pipeline_health_score_hvac_industry}

Definition: Composite score (0-100) assessing recruitment funnel strength (applicants, interviews, offers).

Value: N/A

Top Performers: 85-95 with automated tools, referral programs (Jobber, Housecall Pro 2023).

Value Tiers: N/A – Score-based.

Red Flag Trigger: <50.

Default Value: 70

Variable: {departmental_net_profit_percent_hvac_industry}

Definition: Net profit margin after all expenses for HVAC departments.

Value: N/A

Top Performers: 15-20% via high GM, low OpEx, 10%+ owner involvement cap (Nexstar, ServiceTitan top 2023).

Value Tiers: <\$1M: 5-10%; \$1-5M: 8-12%; >\$5M: 10-15%.

Red Flag Trigger: <5%.

Default Value: 10%

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