

TOP 40 UNDER 40

Continued from page 15



DUSTIN NEFF

Company: Triple A Air Conditioning
Title: General Manager
Age: 33

The Neff family has been serving HVAC customers since 1949. Dustin Neff is a third-generation HVAC mechanic who has been a leader in the industry for 18 years.

Dustin worked his way up the ladder after starting as an installer. Dustin then went to the service side of the business before taking on sales. He now runs his business as the general manager, overseeing day-to-day operation as well as planning and forecasting. Dustin is constantly looking for ways to help his team and is always willing to help when needed.

“I want to continue to help our technicians grow in business and in life,” Neff said.

Outside of Triple A, Dustin is the president of North Texas ACCA. He is actively trying to find ways to help contractors grow and reach new heights with trainings and meetings. On top of that, Dustin built a HVAC program inside his former high school. There is a full, working lab with over 10 working gas and heat pump systems. He sits on the board of advisors for the program and works closely with the instructor. He volunteer to teach the students soft skills and how to communicate with customers in the home. He helps the students on how to interview with companies and finds placement for them if possible.

Dustin and the company also aids families in need through the company’s Cooling for Cure program, where they help families in need of a new air conditioning or heating system.

HECTOR OLGUIN

Company: Heatcraft Refrigeration Products
Title: Senior Manager of Product Operations
Age: 33

Proximity is what brought Hector Olguin to the HVAC industry. Pursuing an interest in mechanics and



technology, Hector attended Georgia Tech and earned a bachelor of science in mechanical engineering in 2012. Upon graduation, he accepted a position as a manufacturing engineer in his hometown’s Heatcraft plant. He believes fate had a hand in his success right from the start, feeling “the career

chose him” rather than him choosing the career. “In retrospect, it was a great choice because HVAC is an industry that is critical and will remain critical long into the future,” Hector said.

Once he was at Heatcraft, he became involved in manufacturing operations and proved himself as a leader, progressing to supervisory and managing roles where he could bring about positive change.

And with an industry such as refrigeration — which has a variety of applications, including supermarkets/restaurants, cold storage, and medical/science/data centers — the importance it holds in modern society demands an appreciation for the equipment involved. That’s why Hector takes his work seriously. In his new role as senior manager, he began a transformation to push the Tifton plant to attain 80% compliance with production schedules in areas of sheet metal production, which Hector recognized as being challenging for the plant in previous years. His production team received a prestigious Pacesetter Award from parent company Lennox International for productivity, quality, and delivery.



CHAD PETERMAN

Company: Peterman Brothers
Title: President
Age: 35

Despite only being 35 years old, Chad Peterman is already helping the next generation of HVAC technicians. In 2020, Peterman and his company created the Top Tech Academy, an in-house training program.

The program helps turn new hires into full-time HVAC technicians in four months by combining classroom time with real-life experience. Through the program, Chad is not only investing in the future of Peterman Brothers, but he is also investing in the future of the HVAC industry overall by adding skilled technicians to the labor force.

“During what was a time of uncertainty with the COVID-19 outbreak, we knew it was important to connect with the community and provide opportunities,” Chad said. “The academy allows us to train the technicians of the future in an industry that is rapidly growing. Our students have a chance to learn plumbing and HVAC skills in a hybrid program that combines both virtual and live training. Being able to provide this kind of opportunity was an inflection point for Peterman Brothers.”

Using the academy, Chad’s goal is to train 1,000 technicians over the next five years to help the HVAC industry grow and thrive.

Continuing the theme of Chad’s dedication to building the industry, he is also the host of the “Can’t Stop the Growth” podcast. With this weekly podcast, Chad presents insights into entrepreneurship, personal development, and how to grow as a person and in business. Topics for the podcast range from showing how loving both your team and your numbers creates success to how to scale your influence.

Under Chad’s leadership, Peterman Brothers was named the 2021 Bryant Dealer of the Year.



SERGIO RAMOS

Company: The Jones Company
Title: Salesman
Age: 29

Sergio Ramos started working for The Jones Company, an HVACR rep firm based in California, eight years ago at the young age of 21. He started working in the warehouse as his first real job.

He learned quickly, did a great job, and let management know he wanted to advance.

He was quickly moved to an inside sales position in their Northern California office, where he gained a lot of knowledge on HVAC products and the industry.

This year, Sergio was promoted to outside sales and given a territory in southern California calling on HVACR distributors. He had done field sales occasionally on an as-needed basis over the last couple years and was eager to get to it full-time.

“Through these advancing positions, I have continued to learn and grow and feel great pride in the work I am doing in the HVAC industry,” Sergio said.

Sergio is a humble person and very well-liked by his customers and coworkers. During COVID, he helped support the company’s manufacturing and distribution partners and also launched several IAQ products, which greatly increased sales.

“In the future, my goal would be to move into a management leadership position and use that role to mentor and support the next generation of people in the HVAC industry in the same way

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