



Solving Heavy-Duty  
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# A Note From SPIDA President Kyle Brumleu

Dear SPIDA Members,

As I step into the role of President for SPIDA after serving on the board for almost 5 years now, I want to begin by saying how honored and grateful I am for the opportunity to continue to serve this organization and its members.

I have spent most of my life in the sheet metal and duct manufacturing industry. I joined OmniDuct in October 2006, but in many ways, my experience goes back much further. As a third-generation owner of OmniDuct, I have been around duct manufacturing my entire life. I am currently the CEO of OmniDuct but over the years, I have had the privilege of working hands-on in spiral pipe production, round and rectangular duct fabrication, CAD programming, customer service and sales, and now leading our four manufacturing facilities in an industry that continues to evolve while staying rooted in craftsmanship and pride.

What has always drawn me to SPIDA is the people. This organization represents an unmatched network of manufacturers, vendors, and industry experts from across the country. SPIDA creates a space where technical knowledge is shared openly, relationships are built, and best practices are exchanged in ways that directly strengthen our businesses and our industry as a whole.

As President, my goal is simple: to help SPIDA continue to grow its membership, deepen engagement, and expand opportunities for connection and collaboration. Whether through technical initiatives, educational efforts, or networking events, I believe SPIDA plays a vital role in supporting both experienced leaders and the next generation entering our field.

I am especially looking forward to seeing many of you at upcoming industry events, including our gathering in Las Vegas at AHR and at our annual meeting in May in the great city of Boston. These are wonderful times where we can continue meaningful conversations, share ideas, and learn from one another. These in-person interactions remain one of SPIDA's greatest strengths, and I encourage all members to take full advantage of them.

I want to thank the Board, past leadership, and the membership for their confidence and support. I may not have all the answers, but I am committed to listening, learning, and working alongside you to help SPIDA move forward.

I look forward to the year ahead and to serving this organization and industry that has given so much to me.

*Kyle Brumleu*

President, SPIDA  
Chief Executive Officer, OmniDuct



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# SPIDA's New Chapter: Learning Year-Round, Together



***Virtual learning, fresh perspectives, and practical tools are bringing members together***

By: Austin Keating

**CULTURE:** From EOS to culture-building, SPIDA's webinars are helping fabrication shops run smarter, grow faster, and build teams that stick together. PHOTO COURTESY OF HVACDMA

**W**hen I joined SPIDA's first-ever member webinar, I'll admit I wasn't sure what to expect. Like a lot of you, I've always associated the group with in-person meetings – big events, a couple times a year, where you catch up, swap stories, maybe learn a thing or two. But change has a way of sneaking up on even the most tradition-bound organizations, and right now, SPIDA is embracing change.

Robin Stegall, sales manager for Hamlin, put it plainly: "One of our goals was to provide our membership learning opportunities throughout the year, not just in our ASHRAE meeting, not just when we go for our spring meeting, but throughout the year." For the first time, that means quarterly webinars – an effort to keep the conversation going, and to open the doors to more members, more often.

The board is energized, and it's not just talk. "We want to create interest, so that even folks outside our usual circle want to be a part of SPIDA," Stegall told the group. Judging by the turnout and the quality of discussion, the strategy is working.

## Curb Software and the One-Stop Shop: Highlights from SPIDA's First Webinar

The inaugural session featured Curtis McNeil of Curb Software – a SPIDA member whose business doesn't actu-

ally make spiral duct, but has found real value in the organization. McNeil's origin story is classic: a moment of faith, a phone call from Nebraska, and the realization that the curb adapter market was ripe for reinvention.

"Five years ago, we started investing in better software and designs – things that create barriers to entry," McNeil said. "But what if we could turn that investment into a platform other fabricators could use?" That platform is Curb Market Pro, a subscription service that gives sheet metal shops instant access to a database of curb adapter designs, pricing tools, and "build packs" with everything needed for fabrication.

Why does this matter to SPIDA members? For one, it makes it easier for duct fabricators to say yes when asked, "Do you do curbs?" As McNeil put it, "It really strengthens that relationship with contractors. It adds value and makes your business 'stickier.'"

Mark Bullock of OmniDuct, a long-time SPIDA member, backed this up. "Customers want a one-stop shop," he said. "Before, it was almost impossible to do curbs and curb adapters. We didn't have the database or the designers. Now, with Curb Market Pro, we can respond to customers quickly, offer more products, and expand our market share. It's opened up high-value jobs and let us charge a premium for fast turnaround."

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**IMPROVEMENT:** Continuous improvement starts with people, argues HVACDMA Director and Chair Graham Johnson. **PHOTO COURTESY OF HVACDMA**



**WEBINARS:** SPIDA's new quarterly webinars open the door to real-time learning and fresh ideas, no travel required. **PHOTO COURTESY OF HVACDMA**

McNeil's demo was packed with details – augmented reality files for rooftop fit checks, instant contractor approvals via text, branded deliverables, and custom design support for those oddball jobs that don't fit the database. "If you need something unique, we do 'perfect fit' designs every day," McNeil said. "Most of the time, it's in the system. But if not, you can submit the specs, even just a photo, and our design team turns it around in a couple of days."

The upshot: with tools like this, even smaller fabricators can compete on speed, quality, and range. "Whoever gets it done the fastest, wins," McNeil said. Now, SPIDA members have a new way to win.

## Webinar Two: EOS and the Art of Running a Better Business

The second quarterly webinar shifted gears to business operations, and Drew McCavery of the Cincinnatus Group stepped up to share his experience with the Entrepreneurial Operating System (EOS).

For those who haven't heard of it, EOS is a set of simple, practical tools for running a business – especially those with 10 to 250 employees. "I can't emphasize enough what EOS did for me, for my family, for my employees," McCavery said. "We 3X'ed our business over a few years – not overnight, but through slow, steady change."

The system is built around six core components: vision, people, data, issues, process, and traction. McCavery's main point: most business problems boil down to people – having the right folks in the right seats. The EOS approach is ruthlessly practical: diagnose, clarify, and move people as needed, even if it means hard choices.

The conversation was lively, with several SPIDA members sharing their own stories. Scott Witherow of SW Sales Group LLC, once a skeptic about personality testing, shared how it won him over: "I was an unbeliever until I took one at United McGill, and I'll be darned, it nailed me exactly."

McCavery explained how EOS uses tools like Strength Finders to validate hiring and fit, and how the "IDS" (Identify, Discuss, Solve) model drives meetings to action instead of endless talking in circles. The crowd seemed to get

it: "I've seen it work with our SPIDA membership," said Stegall. "Imagine what it could do in our own shops or sales meetings."

## Graham Johnson on Culture, Engagement, and Continuous Improvement

SPIDA's January webinar featured Graham Johnson, Director and Chair of HVACDMA, who brought a fresh, practical perspective on building a strong workplace culture.

Johnson kept things short and focused, emphasizing that lasting improvement starts with people, not just processes. "Continuous improvement only takes hold when everyone's on board," he told attendees. "It's not about a single magic project – it's about hundreds of small wins that add up, and that only happens when your team feels invested and heard."

He shared real-world examples from DMA member companies, highlighting how those who prioritize culture are seeing measurable gains – from labor and material savings to safer, more fulfilling workplaces. Johnson's message resonated especially with those thinking about the next generation of workers: "Younger employees want to be part of something meaningful. The companies that harness that energy are the ones thriving."

The session wrapped with practical tips for leaders: communicate clearly, set the example, and make improvement a habit. "If you can get even one new idea to stick," Johnson said, "you're already moving in the right direction."

### What's Next: Stay Tuned for More

SPIDA's quarterly webinars are just getting started. The next one, coming in November, promises a completely different subject – something aimed at helping your business in new ways. For those who want the in-person experience, the next gathering will be at ASHRAE in Las Vegas, followed by the annual meeting in Boston next spring.

If you haven't tuned in yet, now's the time. The energy is real, the ideas are fresh, and the doors are open wider than ever. Tell a colleague, bring a friend, and keep an eye on SNIPS NEWS for more coverage of SPIDA's evolution.

For more, visit [www.spida.org](http://www.spida.org). ●



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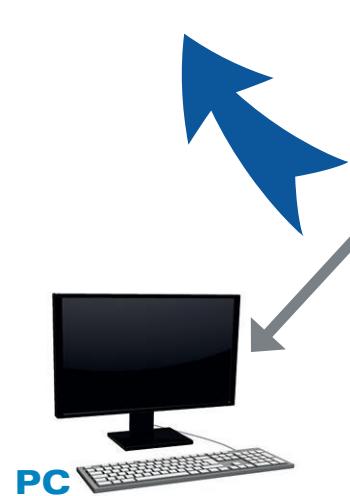
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# Legacy in Metal: McCorvey Sheet Metal's Century of Craftsmanship and Innovation



**A century-old Texas company blends tradition with innovation**

By: Rhegan Cervenka

**FAMILY LEGACY:** Allan and Raymond McCorvey represent the next generation of leadership, carrying forward the company's tradition of excellence. PHOTO COURTESY OF MCCORVEY SHEET METAL

**F**ounded in 1925 by Willis "Pop" Eagleton McCorvey, McCorvey Sheet Metal Works has grown from a modest sheet metal shop into one of the nation's leading HVAC ductwork detailers, fabricators, and installers. The company's early years were marked by mobility and adaptation. Willis moved operations across several Texas cities during the Great Depression, eventually settling in Galena Park, Houston, in 1946. There, alongside his son Raymond, McCorvey began specializing in duct ventilation, capitalizing on the rapidly growing air conditioning industry.

Over the decades, McCorvey Sheet Metal expanded its capabilities and footprint. From manufacturing termite

shields and gable louvers to pioneering ductwork fabrication, the company's growth was fueled by a commitment to quality and ingenuity. In 1962, Raymond McCorvey designed the first straight duct machine, a breakthrough later emulated by major manufacturers.

Today, McCorvey Sheet Metal is a multifaceted enterprise encompassing six companies and employing over 2,400 people nationwide. Its portfolio includes high-profile projects such as Daikin Park, the George R. Brown Convention Center, Memorial Hermann Southwest Hospital, and numerous sports arenas, airports, and hospitals across the United States.

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**LEADERSHIP TEAM:** Tony, Kristal, and Charlie McCorvey shape the strategic vision and continued growth of McCorvey Companies. **PHOTOS COURTESY OF MCCORVEY SHEET METAL**



**FOUNDER:** Willis "Pop" Eagleton McCorvey established the business in 1925, laying the foundation for nearly a century of craftsmanship. **PHOTO COURTESY OF MCCORVEY SHEET METAL**

Despite its scale, McCorvey remains deeply rooted in its founding principles.

"Our goal was never to be the largest HVAC ductwork company; we have always strived to be the best," said Tony McCorvey Sr., CEO and Owner. "In doing so, McCorvey Sheet Metal became one of the biggest in the country."

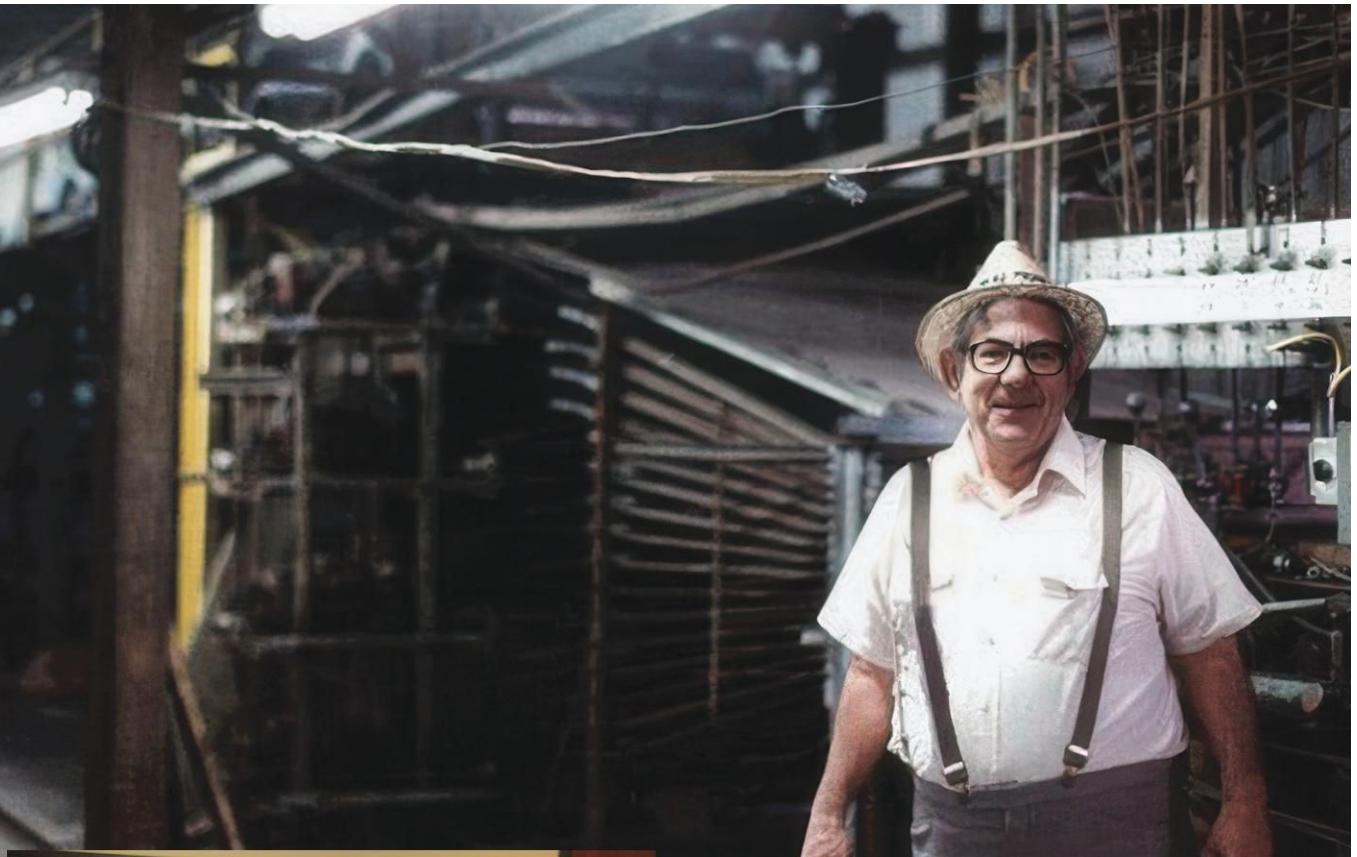
Tony Sr. also reflected on the evolution of the company's operational philosophy: "If I were to describe the generational education of the company, I would say that my grandfather had the idea of being in the sheet metal business, my father focused on working more efficiently with equipment, I looked at things from a flow position – the shortest distance

of travel to get our product out the door."

"My children, their ideas are the technology that streamlines our business even further," he added. "It's been my goal my whole life to keep people employed and productive."

This ethos of excellence is matched by a culture of loyalty and longevity.

"We've been raised with people who've been here for 35–40 years," said Charlie McCorvey, executive vice president of McCorvey Sheet Metal. "I've known them my entire life. When I was running around the hallways as a kid, they were patient with me, and now they're still working here today. It's amazing."



**INNOVATOR:** Raymond McCorvey, known for his pioneering work in ductwork fabrication and machinery, helped propel the company into modern industry leadership.



**HISTORIC PARTNERSHIP:** Early company photos capture the long-standing collaboration between McCorvey and Way Company. **PHOTOS COURTESY OF MCCORVEY SHEET METAL**

Charlie emphasizes the importance of promoting a workplace where employees feel valued and invested. "We're obsessed with having that same longevity with our newer employees, hoping they'll be here for 50 years too. That longevity, treating people like family, creating a culture where they want to be here for the rest of their lives – we crave that. It's a really big deal to us," he added.

Tony McCorvey Jr., Executive Vice President of McCorvey Companies, echoed the family's sense of stewardship: "Something our family has talked about – actually our grandfather spoke about – was that we are the caretakers of this business and we understand and we value that. We don't take that lightly."

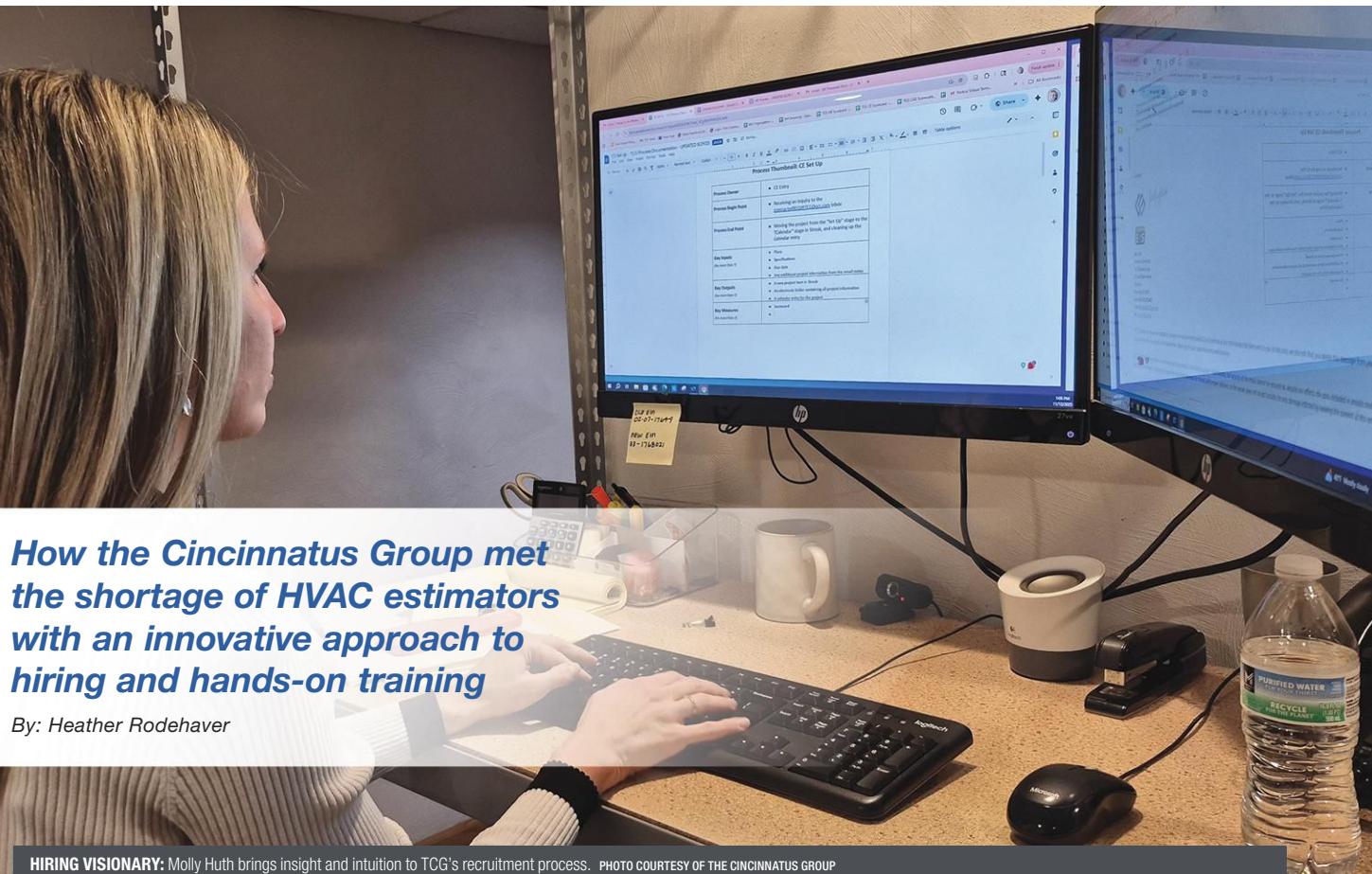
As McCorvey Sheet Metal approached its centennial, the company continued to invest in cutting-edge technologies, employee development, and strategic expansion. "We are always looking for more property and more ways to expand," said Kristal McCorvey Crites, CFO of McCorvey Companies.

From its humble beginnings to its current position as an industry leader, McCorvey's story is one of enduring craftsmanship, family legacy, and a relentless pursuit of excellence. For more information about McCorvey Sheet Metal Works, please visit [www.mccorvey.com](http://www.mccorvey.com). ●

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*Rhegan Cervenka is the Marketing Communications Manager at McCorvey Companies, where she oversees public relations, branding, and strategic communications. She can be reached at (832) 916-4980.*

# Solving the Human Capital Problem in HVAC Estimating



## ***How the Cincinnatus Group met the shortage of HVAC estimators with an innovative approach to hiring and hands-on training***

By: Heather Rodehaver

**HIRING VISIONARY:** Molly Huth brings insight and intuition to TCG's recruitment process. PHOTO COURTESY OF THE CINCINNATUS GROUP

**T**alk to any sheet metal fabricator or HVAC contractor, and you'll hear the biggest challenge is finding qualified duct estimators.

Skilled estimators are in short supply, and those with the passion to accurately read mechanical plans, perform takeoffs, and deliver precise estimates are even rarer. At a time when demand for duct fabrication continues to grow, estimating becomes a bottleneck.

The Cincinnatus Group (TCG), headquartered in western Pennsylvania, faced this challenge head-on. As a provider of bolt-on estimating services to fabricators and contractors nationwide, TCG's reputation depends entirely on having skilled estimators who can handle any situation.

Rather than waiting for qualified candidates to appear, TCG built a solution: a training model that turns people with little or no estimating experience into skilled professionals in just three to four months.

"We realized that if we kept searching for people who knew duct estimating, we'd be stuck in a loop of frustration,"

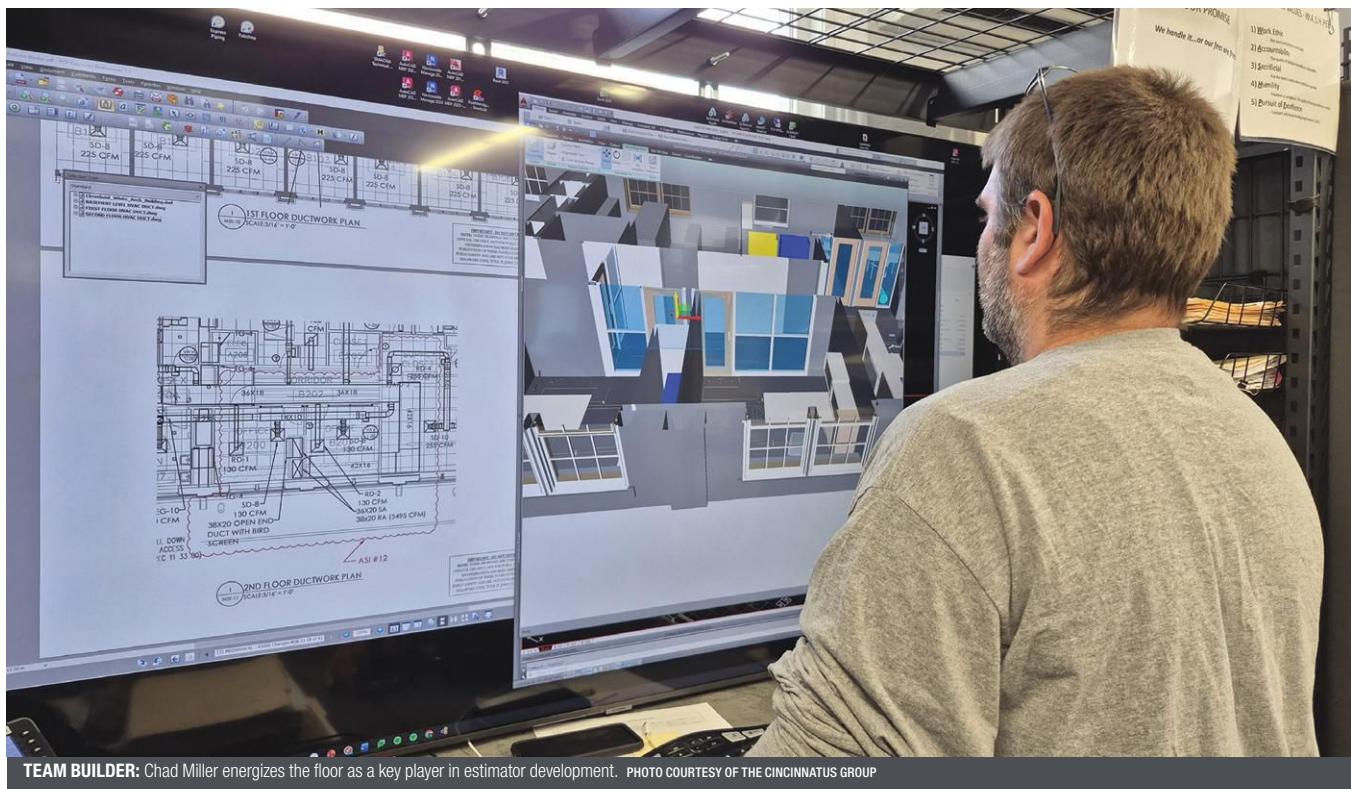
said Drew McCaffrey, founder of The Cincinnatus Group. "So, we built a system that creates the talent we need."

### **Rethinking Recruitment**

TCG's first step was rethinking how they hire. Instead of chasing a small pool of candidates, they look for people with aptitude and potential.

"I'm not looking for the best résumé," explained Molly Huth, TCG's Human Resources and Operations Coordinator. "I'm looking for the right wiring. If someone has worked with their hands, installed ductwork, done electrical work, or shown technical aptitude, that's a good start."

Promising candidates go through a carefully staged evaluation: video interviews, CliftonStrengths Assessments, in-person interviews with technical questions, department tours, and a paid one-day job trial. Those who excel meet with Drew for a visionary interview – often over a meal where values, personality, and character emerge naturally.



**TEAM BUILDER:** Chad Miller energizes the floor as a key player in estimator development. PHOTO COURTESY OF THE CINCINNATUS GROUP



**WELCOME SPACE:** The entrance at TCG sets the tone for collaboration and excellence. PHOTO COURTESY OF THE CINCINNATUS GROUP

"We've built this company on trust, accountability, and excellence," Drew said. "If I can picture this person as part of that, it's an exciting moment."

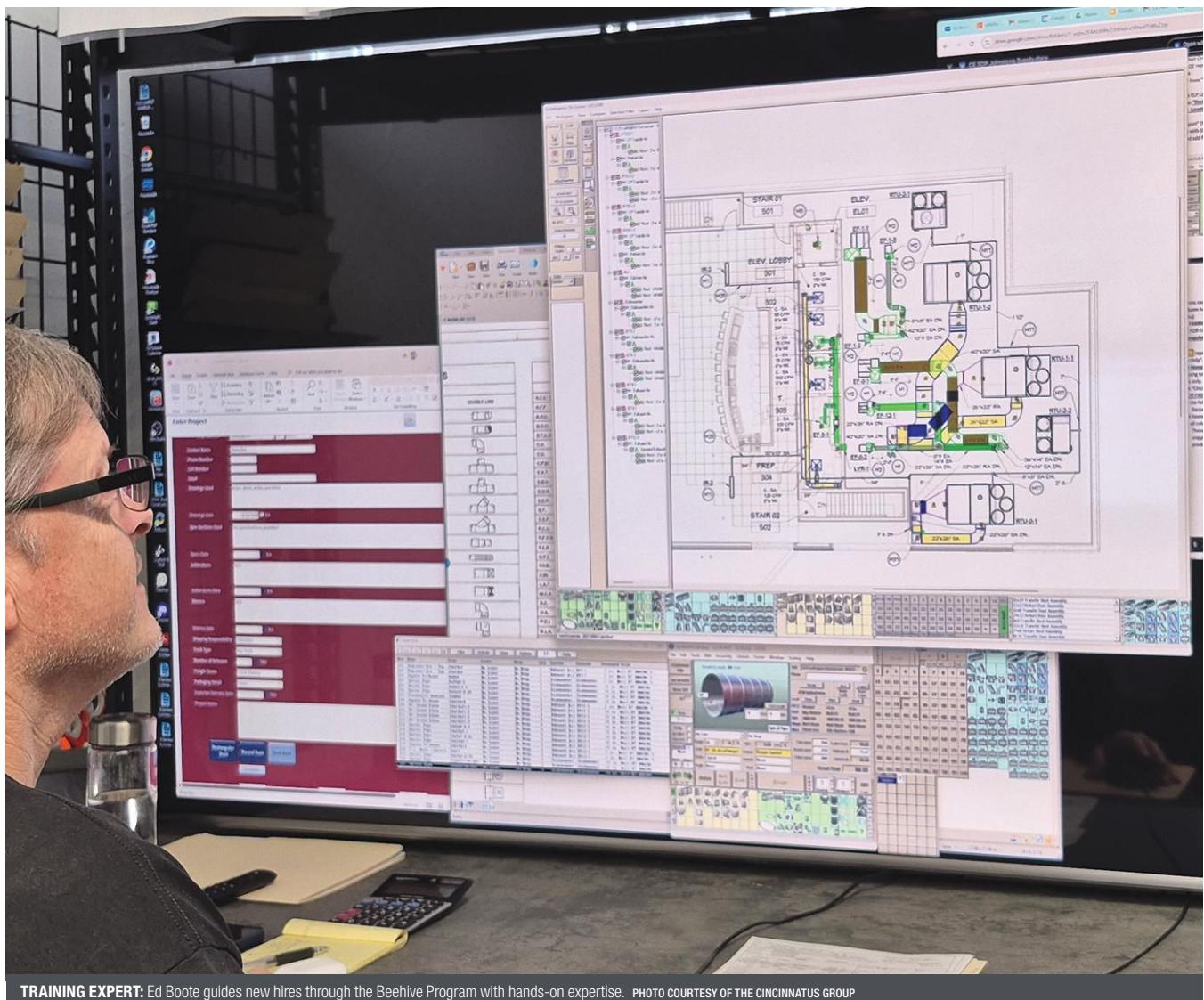
## The Beehive Training Program

Once hired, trainees enter the Beehive Training Program, developed by Ed Boote, TCG's senior estimator trainer. This three- to four-month immersive program takes new hires from zero to 90% competency in duct estimation.

"No one else in the industry is doing what we're doing with Beehive," Ed said. "There's no school for duct estimating. So, we built our own."

The program starts with TCG's processes and software systems, then moves through ductwork fabrication fundamentals, blueprint reading, and increasingly complex building designs. Training is tailored to individual learning styles: visual, reading-based, or hands-on.

"If you're good at putting puzzles together, this is the right place for you," Ed explained. "As estimators, we take designs that architects and engineers create, pull them apart, and put them back together using specific fabrication requirements and our expertise. The result? A report package that our clients use to confidently bid and win projects."



**TRAINING EXPERT:** Ed Boote guides new hires through the Beehive Program with hands-on expertise. PHOTO COURTESY OF THE CINCINNATUS GROUP

Ed sits with trainees daily, teaching them not just software but how to think like an estimator – how to be precise and catch the small things that make big differences.

By the program's end, most new hires are ready to join the main estimating team. "They're not just productive," Ed said. "They're proud of what they can do."

## Values-Driven Culture

"Skills can be taught," Drew said. "Values can't. If someone doesn't respect hard work, accountability, or excellence, it won't work. But when they do, they thrive here."

TCG's approach builds teams around shared core values: Work Ethic, Sacrifice, Accountability, Humility, and Pursuit of Excellence. At The Cincinnatus Group, these qualities are more in demand than estimating experience.

### Real Results

According to Drew: "Our talent strategy has created an unfair advantage. With a dedicated team focused on delivering accurate duct takeoffs and the industry's only comprehensive multi-year training program, TCG's takeoff deliverables leapfrog the results of any in-house depart-

ment we've come across. We do takeoffs the way a cardiologist does hearts – with a focus so complete we've become sought-after specialists in the marketplace."

"It's incredibly satisfying to see someone come in with zero background," Ed added, "and a few months later, they're knocking out takeoffs like they've been doing it for years."

## A Blueprint for the Industry

TCG's model proves the human capital problem is solvable. It requires recruiting for aptitude over experience, training intentionally and systematically, building around shared values, and creating a culture where people want to stay.

"The industry keeps asking where to find good estimators," Drew said. "We decided to find those with potential and the right mindset and train them."

An expanded version of this article is online at: [tcgduct.com/solving-human-capital](http://tcgduct.com/solving-human-capital).

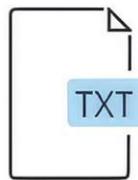
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*Heather Rodehaver is a Business Development Representative at the Cincinnatus Group.*

# Spiro Connect: Smarter. Faster. Fully Connected.

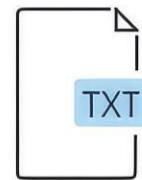
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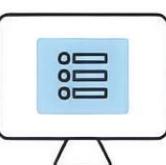


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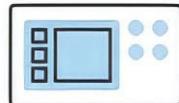
In today's duct fabrication world, precision and productivity aren't optional – they're essential. And with Spiro Connect, Spiral-Helix makes it easier than ever to keep your office and shop floor working in perfect sync.

Spiro Connect is proprietary Spiral-Helix software – not a third-party add-on. Built and supported by our own engineers, it delivers secure integration, reliable communication, and full compatibility with your Spiro equipment.

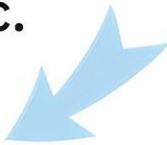
And here's what makes it stand out: you're not locked into one provider or software system. You can keep using the programs you already know – whether it's Vicon Software, CamDuct, or even Excel. As long as your software exports TXT or CSV files, Spiro Connect works. It also links with most ERP platforms and Microsoft Office 365, keeping your existing workflow intact without extra licenses, retraining, or added cost.

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can provide remote support and updates, while production data – runtime, output, and cycle counts – integrates with your ERP or CRM for real-time performance tracking.

## Why it matters:

Spiro Connect streamlines fabrication, reduces setup time, and delivers a fully connected workflow. It's proven technology – on the market for over five years with hundreds of successful installations worldwide – and available for all Spiro and Spiral-Helix machines with an HMI.

## Top 5 Reasons to Choose Spiro Connect

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- Works with your existing software
- Remote diagnostics and real-time tracking
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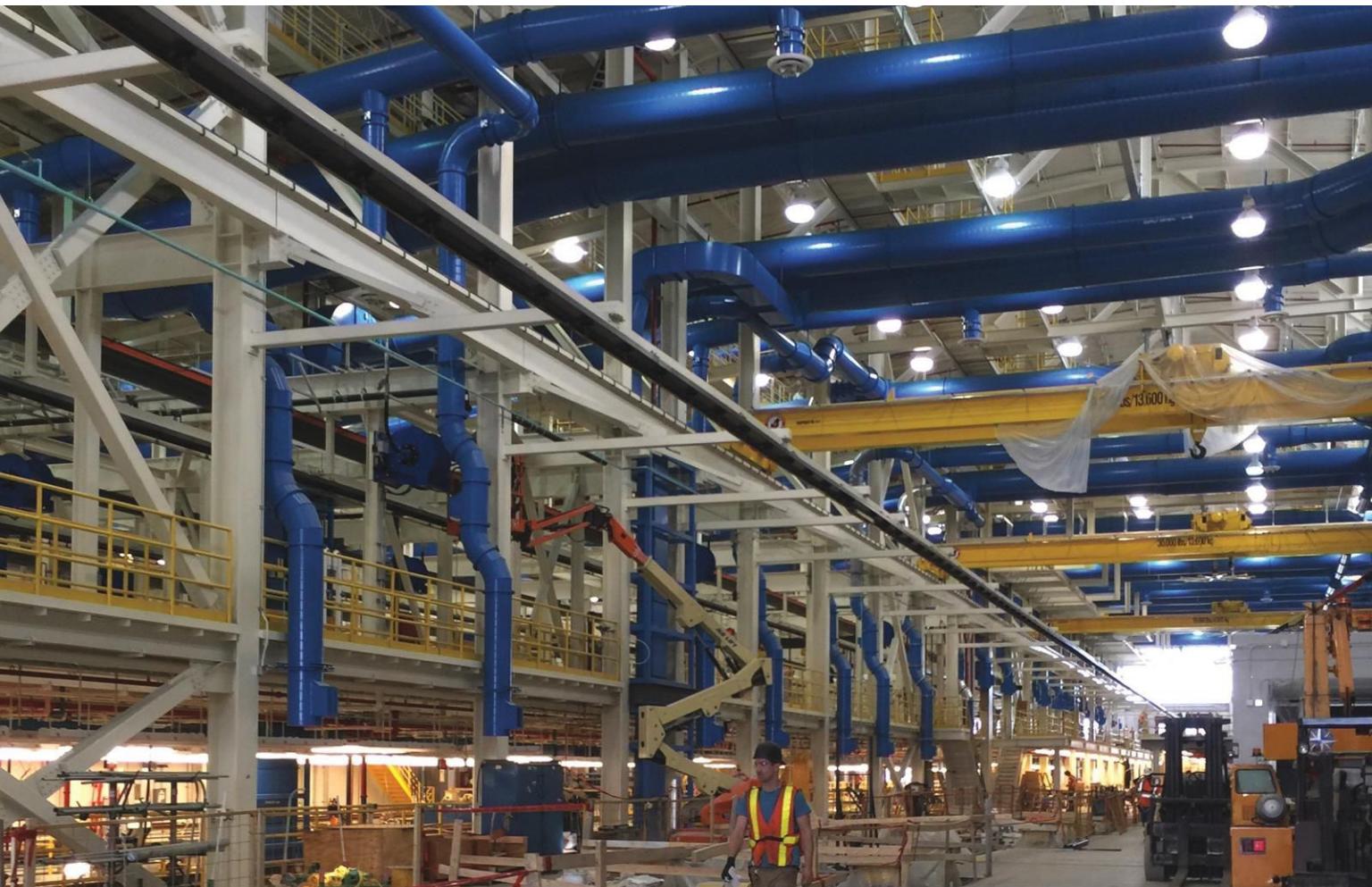
Spiro Connect gives you freedom, visibility, and control – all in one seamless system. ●

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Angie Marseal is the marketing director for Vicon Machinery and Spiral-Helix.

# From Factory Floor to Landmark Projects: Inside Tam-Kal's Round Ductwork Mastery

By: Austin Keating



**REP:** Tam-Kal's reputation for reliability is built on its commitment to the latest software and fabrication technology. PHOTO COURTESY OF TAM-KAL

**S**tep onto the shop floor at Tam-Kal Limited and you'll hear the steady pulse of machinery, the clang of metal, and the quiet confidence of seasoned expertise. At the heart of this operation is John Tamburro, vice president of construction & development, and President Michel Tamburro, whose team has helped shape some of Ontario's most ambitious industrial and institutional buildings – including the Bombardier Manufacturing Facility and Toronto's sprawling TTC Ashbridges Bay project.

## Round Ductwork: The Backbone of Modern Infrastructure

Round ductwork might seem like a background player, but for Tam-Kal's clients—ranging from major transit hubs to high-efficiency manufacturing plants – it's the backbone of their operations. "Industrial, commercial, institutional—we see it all," Tamburro said. "Bombardier's facility was a headline project, but every job brings new technical demands."



**INDUSTRIAL:** Tam-Kal follows the strict Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) Industrial standards and uses G90 dry passivated metal. PHOTO COURTESY OF TAM-KAL

## Fabrication at Scale: Why Quality Matters

Quality starts with materials: Tam-Kal uses dry passivated metal, G90, and follows the strict SMACNA industrial standards. "When you're fabricating large diameters, consistency is everything," Tamburro explained. "We rely on experienced operators and heavy-duty machinery to ensure each seam is perfect—especially at those higher pressures."

## Engineering for the Real World

Handling ductwork that measures up to 86 inches in diameter isn't just about brute strength. "We use flanges to stiffen 10-foot sections, and for the really big sizes, we ship shorter pieces," Tamburro noted. "It's all about minimizing damage and ensuring everything fits once it's on-site."

## Collaboration and Custom Solutions

Early coordination with engineers and contractors is key. "We often get involved during the design and drafting phase," Tamburro said. "Sometimes it's as simple as submitting an RFI, making sure we switch as much as possible to round duct – unless space constraints say otherwise."

Custom requests are part of the territory: heavy gauge angle iron, fully welded systems, and their specialty –

Gorelock joints up to 50 inches. "Everything is spec-driven," Tamburro emphasized. "SMACNA rules the day."

## Logistics: Delivery Without Compromise

Getting these massive ducts to their destination is an art in itself. "We use drop deck trailers and stand the 10-foot pipes upright," Tamburro described. "It's safer, and it protects the integrity of the product."

## Technology and Reputation

Tam-Kal's edge comes from embracing the latest software and fabrication technology. The payoff? A reputation that installers trust. "Our products save clients installation time and always meet the rigid requirements we set. We have an impeccable track record in Canada."

## Showcasing Success

Recent high-profile projects, like the Bombardier Manufacturing Facility at GTAA and TTC Ashbridges Bay, showcase Tam-Kal's capabilities and commitment to quality.

In an industry where precision and reliability are non-negotiable, Tam-Kal's round ductwork quietly keeps some of Canada's most important buildings running smoothly – one perfectly welded seam at a time. ●

# Hamlin Sheet Metal Solves Heavy-Duty Duct Insulation with Spiracoustic Plus



***Hamlin in North Carolina needed a good solution for 60+-inch duct insulation, and Johns Manville had just the thing***

By: Kristen White

**MARY DUCT:** The impressive 62-inch installation at The Grand at 81 Mary, expertly insulated with Spiracoustic Plus for both performance and aesthetics. PHOTO COURTESY OF JONATHAN BONCEK

Insulating a 62-inch duct is no small ask. Between engineering concerns with weight in an older building and the logistics of something so large, the folks at Hamlin Sheet Metal in Benson, North Carolina, needed an alternative to a double-walled system.

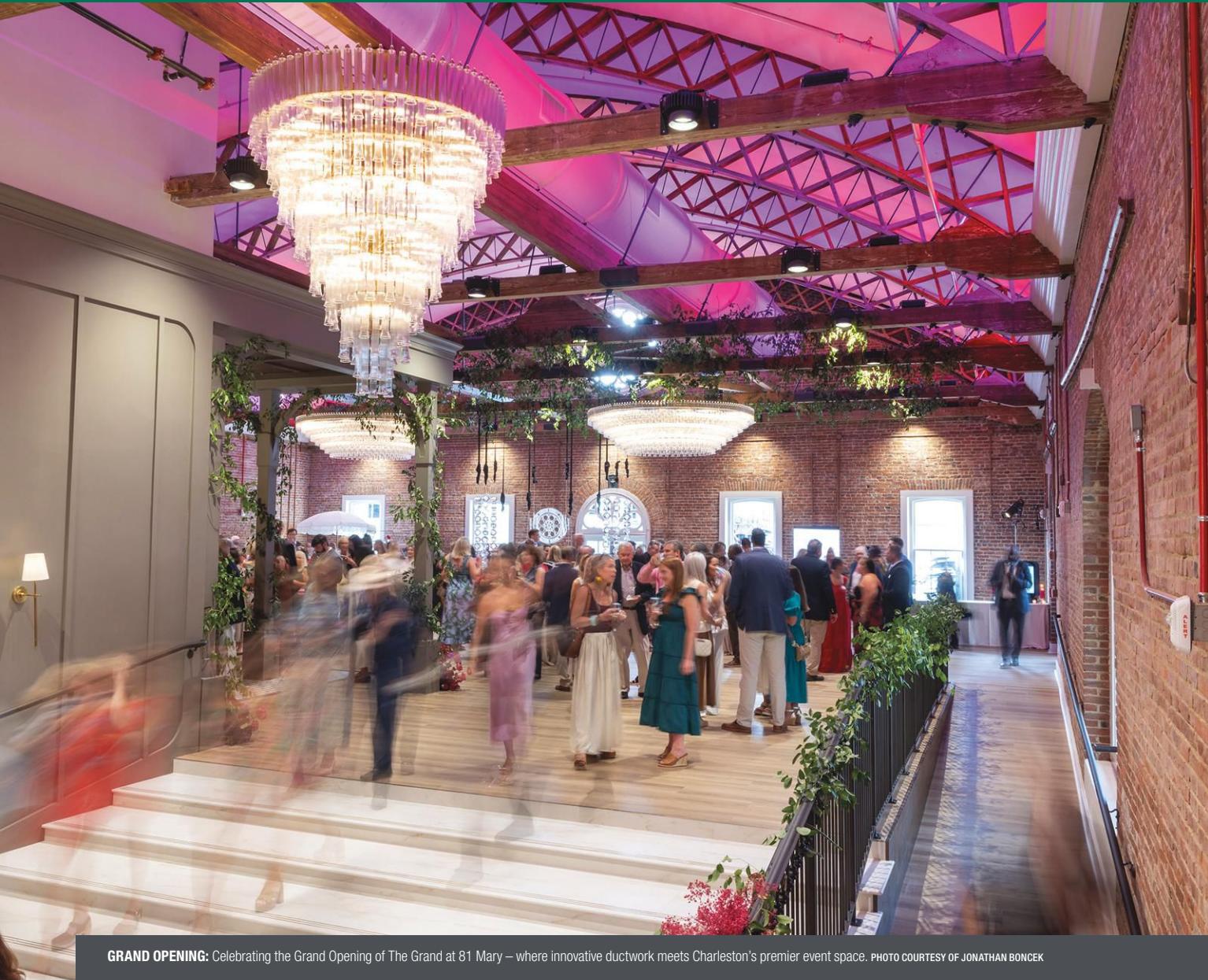
Thanks to some Johns Manville expertise and advisement on the project, Hamlin used Spiracoustic Plus duct liner and achieved great results.

"Sixty-inch ducts are scary as it is, and there were concerns with weight and what a double-walled system would add, so we went with Spiracoustic Plus," explained Robin Stegall, sales manager for Hamlin. "It was the first time for

Hamlin that we did these larger diameters – we had stopped at 36 inches or so before – so it was a big decision."

Drake Nelson, Territory Market Development Manager for JM, has extensive knowledge and experience with Spiracoustic Plus. He recommended the product and then jumped in to help the Hamlin crew feel comfortable and confident.

"Our guys were apprehensive because of the size and were pushing for double-wall, but due to the weight and Drake's recommendation, we agreed to try [the Spiracoustic Plus]," Stegall said. "We asked Drake to come here, and he spent a couple of days with our guys in the shop. He is a



**GRAND OPENING:** Celebrating the Grand Opening of The Grand at 81 Mary – where innovative ductwork meets Charleston's premier event space. PHOTO COURTESY OF JONATHAN BONCEK

wealth of knowledge and an excellent resource, and he was easy to work with for our guys. He made it simple."

After the Hamlin crew fabricated the ducts, contractor Cullum Mechanical performed the installation at The Grand at 81 Mary, a special events venue in Charleston. All the straight runs were done with Spiracoustic Plus. It's all exposed ductwork, painted to blend into the background – making Spiracoustic Plus an excellent choice.

Spiracoustic Plus is a spiral duct liner system engineered to provide superior acoustical and thermal performance for spiral air duct interiors – perfect for a project like this event venue.

It is manufactured with evenly spaced kerfs to allow the material to conform to the inside diameter of spiral ducts, producing a finished airstream surface. The surface is coated with JM's proprietary Permacote coating, which provides a durable surface and added product protection against microbial growth. Additionally, the exterior surface is

laminated with a tough, fire-resistant FSK facing.

Spiracoustic Plus is lighter than a double-walled system, making it simpler to handle, particularly at large sizes such as this. It is cost-competitive when compared to alternatives as well.

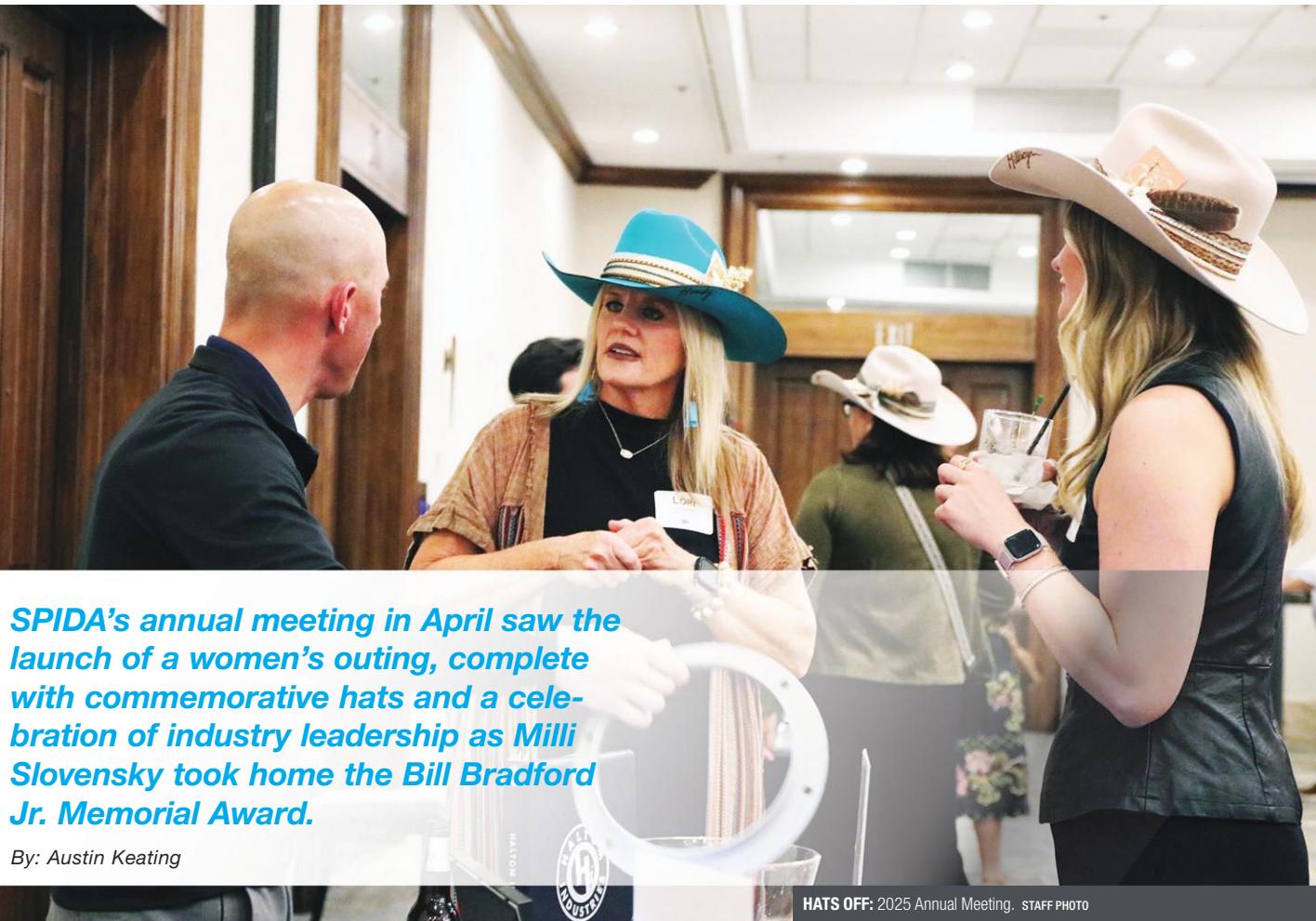
The project required approximately 110 feet of 38-inch diameter duct, 140 feet of 50-inch diameter duct, and 200 feet of 62-inch duct, hanging from wooden trusses.

"It really went smoothly after Drake helped us," Stegall said. "I asked the team if they were apprehensive about [using Spiracoustic Plus, and at this size] again in the future, and they said no. In the shop, they recognized how much lighter it is. It went really well for us." ●

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*Kristen White is the marketing content manager in insulation systems for Johns Manville. She has more than 25 years of experience as a content writer and journalist, and is based out of JM's Denver, Colorado, headquarters.*

# SPIDA Women's Outing Brings Fresh Energy and Recognition to Annual Meeting



**SPIDA's annual meeting in April saw the launch of a women's outing, complete with commemorative hats and a celebration of industry leadership as Milli Slovensky took home the Bill Bradford Jr. Memorial Award.**

By: Austin Keating

HATS OFF: 2025 Annual Meeting. STAFF PHOTO

The Spiral Duct Manufacturers Association (SPIDA) annual meeting took on a new look this year, thanks to an energetic push for inclusion, some standout headwear, and a heartfelt award moment that kept the memory of Bill Bradford Jr. alive.

It started with a simple question last year: "What do the ladies do while all the men are golfing?" Milli Slovensky – then new to the scene – posed it to Robin Stegall, a SPIDA board member and vice president at Hamlin Companies. The answer, up until then, was usually: go shopping, or not much at all.

But this year, that changed. Millie took the lead, organizing SPIDA's first official women's outing in several years. She coordinated lunch, arranged an offsite event, and – thanks

to a sponsorship from Haltom Industries – made sure the five women in attendance each left with a commemorative hat they won't soon forget.

"We had lunch, we had pictures, and we had our hats on," Stegall told the crowd, promising anyone curious a look at the photos in the next issue of the SPIDA Pipeline newsletter. "It was a great event. Milli, thank you so much for coordinating that. Nick Haltom, thank you for sponsoring it. You made five ladies very happy."

Stegall encouraged every SPIDA member to bring a female guest next year, "whether she works in your organization," or whether she's family, she said, drawing applause. Her message was clear: the Women of SPIDA are here to stay.



**SPIRAL:** Departing Board Member Ryan Barnes of Sheet Metal Connectors poses with SPIDA Board Member Robin Stegall (left). Milli Slovensky accepts her award (right). STAFF PHOTOS



But the meeting wasn't just about fun and camaraderie. As always, SPIDA paused to honor the namesake of the Bill Bradford Jr. Memorial Award. This year's selection process was unique: the winner, Slovensky herself, received not one, not two, but three separate nominations.

"Hard working. A strong work ethic. The epitome of the Bill Bradford traits – diligent, a self-starter, able to tackle any project without resistance or hesitation, a great team player, respectful, and able to lead with a positive attitude," Stegall said, listing the qualities that set Slovensky apart. "Truly an MVP in our organization."

Slovensky, now with Haltom Industries, accepted the honor with surprise and gratitude. "I was in the event industry for five years, planning weddings and things like that, but I was done working on weekends," she said. "I found Haltom Industries on Indeed, of all places. I love working in this industry, and I've met so many wonderful people through it."

She also reflected on the importance of bringing more women into SPIDA's fold: "Last year was my first SPIDA

event, and I looked around and thought, how the heck do we get more ladies involved? And we did that this year."

The \$2,000 award – made possible by SPIDA and SNIPS NEWS – underscored the association's commitment to nurturing new voices and celebrating the legacy of leadership, mentorship, and kindness that Bradford embodied.

As the meeting closed, Stegall reminded everyone of the importance of recognizing not only talent, but the character that shapes the future of the industry. "Every year, I vote for someone within my organization, and every year, I vote for someone outside my organization. The goal is to get them involved in SPIDA – not only so they can grow in your company, but so they can grow in this industry."

With new traditions, new leaders, and a new spirit of inclusion, SPIDA's annual meeting proved once again that the ductwork world is big enough for everyone – and that sometimes, all it takes is a good hat and a great idea to start something meaningful. ●

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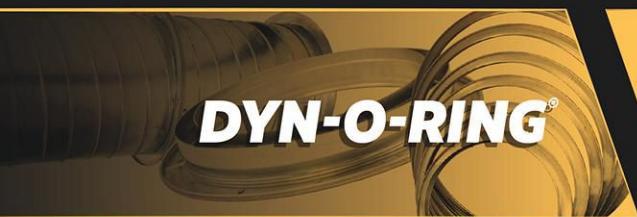
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