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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

**FORM 8-K**

**CURRENT REPORT**

**Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported) June 19, 2026

**Comfort Systems USA, Inc.**  
(Exact name of registrant as specified in its charter)

**Delaware**  
(State or other jurisdiction  
of incorporation)

**1-13011**  
(Commission  
File Number)

**76-0526487**  
(IRS Employer  
Identification No.)

**9753 Katy Freeway, Suite 700**  
**Houston, Texas**  
(Address of principal executive offices)

**77024**  
(Zip Code)

Registrant's telephone number, including area code **(713) 830-9600**

(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common Stock, \$0.01 par value	FIX	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

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**ITEM 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

**(b) and (c)**

On June 22, 2026, Comfort Systems USA, Inc. (the “Company”) announced that Craig Sasser will transition from his current role as the Company’s Regional Vice President – Atlantic Region to the role of Company Chief Operating Officer, effective July 1, 2026. In connection with his appointment as Chief Operating Officer, Mr. Sasser will be entitled to receive an annual base salary equal to \$600,000 and will have a target bonus opportunity equal to 90% of his base salary. In addition, Mr. Sasser will receive a long-term incentive award, consisting of time-vesting restricted stock units and performance-vesting restricted stock units, with a grant date value equal to 200% of his base salary and will participate in the Company’s Executive Severance Policy on the terms specified therein.

Mr. Sasser, age 65, has served as a Regional Vice President for the Company since he joined in September 2018 and has held responsibility for both the North and Atlantic regions. Prior to joining the Company, Mr. Sasser spent 34 years with a major MEP company where he started his career in project management and ultimately led the Mid-Atlantic region. Mr. Sasser earned a Bachelor of Science degree in Construction Management from Purdue University and completed the MCAA Advanced Leadership Institute at Babson College. There are no other changes to Mr. Sasser’s relationship with the Company.

**ITEM 7.01 Regulation FD Disclosure.**

On June 22, 2026, the Company issued a press release announcing Mr. Sasser, Mr. Blair and Mr. McKenna’s transitions within the Company. A copy of the press release is furnished herewith as Exhibit 99.1 and is incorporated by reference into this Item 7.01.

The information furnished under Item 7.01 of this Current Report on Form 8-K, including Exhibit 99.1, shall not be deemed to be “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section, nor shall it be deemed to be incorporated by reference into any filing by the Company under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

**ITEM 9.01 Financial Statements and Exhibits.**

(d) *Exhibits.*

<b>Exhibit Number</b>	<b>Description</b>
<u>99.1</u>	<u><a href="#">Press Release of Comfort Systems USA, Inc., dated June 22, 2026, announcing leadership transitions and appointments.</a></u>
104	Cover Page Interactive Data File (the cover page XBRL tags are embedded within the Inline XBRL document).

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SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

COMFORT SYSTEMS USA, INC.

By: /s/ Rachel R. Eslicker

Rachel R. Eslicker

*Senior Vice President and General Counsel*

Date: June 22, 2026

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CONTACT: Julie Shaeff, Chief Accounting Officer  
*ir@comfortsystemsusa.com; 713-830-9687*

9753 Katy Freeway, Suite 700  
Houston, Texas 77024  
713-830-9600

**FOR IMMEDIATE RELEASE**

**COMFORT SYSTEMS ANNOUNCES LEADERSHIP TRANSITIONS AND APPOINTMENTS EFFECTIVE AS OF JULY 1, 2026**

**Houston, TX — June 22, 2026 — Comfort Systems USA, Inc. (NYSE: FIX)** (the “Company”), a leading provider of commercial, industrial and institutional heating, ventilation, air conditioning and electrical contracting services, today announced that Craig Sasser, currently Regional Vice President -Atlantic Region, will be appointed to serve as Chief Operating Officer, effective July 1, 2026. Trent T. McKenna will continue to serve as President of the Company.

Mr. Lane commented, “I’m thrilled to congratulate Craig on his new role. Craig is an ideal fit to be COO, as he is a proven leader whose contributions and deep industry knowledge have been invaluable to Comfort Systems. He will serve a pivotal role in positioning the Company for long-term growth and success.”

The Company further announced that Briston Blair will transition from his current role as the Company’s Senior Vice President – Innovation & Strategy to the role of the Company’s Chief Strategy & Innovation Officer, effective as of July 1, 2026.

Mr. Lane said, “Briston has been a driving force behind many of our strategy and innovation initiatives, and this promotion reflects the significant contributions he has made to our Company’s success. I am confident that, as Chief Strategy & Innovation Officer, he will continue to identify novel opportunities to create value for our stakeholders.”

Mr. Sasser has served as a Regional Vice President for the Company since he joined in September 2018 and has held responsibility for both the North and Atlantic regions. Prior to joining the Company, Mr. Sasser spent 34 years with a major MEP company where he started his career in project management and ultimately led the Mid-Atlantic region. Mr. Sasser earned a Bachelor of Science degree in Construction Management from Purdue University and completed the MCAA Advanced Leadership Institute at Babson College.

Mr. Blair has served as the Company’s Senior Vice President – Innovation & Strategy since January 2022. Prior to his current position, Mr. Blair served as Regional Vice President for the Company and Senior Growth Strategy & Corporate Development Advisor of the Company. Mr. Blair earned a Bachelor of Arts degree in Communications from The University of North Carolina at Chapel Hill and his MBA from East Carolina University.

Comfort Systems USA<sup>®</sup> is a premier provider of business solutions addressing workplace comfort, with 197 locations in 143 cities around the nation. For more information, visit the Company’s website at [www.comfortsystemsusa.com](http://www.comfortsystemsusa.com).

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