



GARLAND
CITY MANAGER'S OFFICE

October 5, 2020

In Reference to Charles and Mark Harwell

To Whom It May Concern:

I have been closely associated with Charles and Mark Harwell since the early 70's as a friend, fellow student at Abilene Christian University, and as a business associate. The Harwells possess several strengths that I have found make them both unique and exceptional. First, they are craftsmen at their trade. No matter what job they undertake, the work reflects high standards of care and quality. Simply put, they take pride in what they do. They consistently deliver a finished product that has value greatly in excess of what they charged for the job. They also possess an unmatched work ethic. They genuinely enjoy working and I have known them to put in 70 hours or more a week over lengthy periods of time without complaining or tiring. Finally, the Harwells have a fine-tuned conscience and a strong sense of right and wrong. As a result, anyone who works with them will quickly realize that they govern themselves with unquestionable integrity and ethics. For these and other reasons, I think you will find Charles and Mark Harwell to be strong contributors and valued team members in any project or pursuit.

If I can be of any assistance, please do not hesitate to contact me. Having known Charles and Mark for over 40 years, I believe I can provide you with an accurate assessment regarding any particular question you may have.

Sincerely,

Bryan L. Bradford

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