

October 23, 2003

To Whom It May Concern:

LifeWay views Hardaway as a true business partner. We have worked with Hardaway on three large projects over the last 3 years. Two of the projects were awarded through a competitive bid process. We had an additional project that we single sourced their service on because of the complexity of the project. These projects have ranged from 3 years to 6 months to complete. All three projects came in on or ahead of schedule and all three were under the contracted agreement. There were no surprises from Hardaway on cost or project schedule.

Because all three projects were on our Nashville Campus, Hardaway employees interacted with LifeWay employees daily. This was a major concern regarding work interruption as well as being a Christian organization. Not only did Hardaway's employees and subcontractors surpass our expectation concerning professional and appropriate behavior, but they also became key members of our project team that made these projects so successful. The superintendents, two different ones on our projects, and the project management were key assets for Hardaway. If you would like to contact me for farther information or questions, please call me at (615) 251-2101.

Sincerely,



Russell Vance  
Director, Corporate Services